

UNITED STATES DEPARTMENT OF LABOR

Frances Perkins, Secretary

BUREAU OF LABOR STATISTICS

Isador Lubin, Commissioner



# Monthly Labor Review

Hugh S. Hanna, Editor



Volume 42, Number 5

May 1936



UNITED STATES  
GOVERNMENT PRINTING OFFICE  
WASHINGTON : 1936

For sale by the Superintendent of Documents, Washington, D. C. - - Price 30 cents a copy  
Subscription price per year: United States, Canada, Mexico, \$3.50; other countries, \$4.75

UNITED STATES DEPARTMENT OF LABOR  
BUREAU OF LABOR STATISTICS  
OFFICE OF THE CHIEF STATISTICIAN  
WASHINGTON, D. C.

# Monthly Labor Review

Hugh A. Hume, Editor

---

Published under authority of Public Resolution No. 57, approved May 11, 1922 (42 Stat. 541), as amended by section 307, Public Act 212, 72d Congress, approved June 30, 1932. This publication approved by the Director, Bureau of the Budget.

---

II

UNITED STATES  
GOVERNMENT PRINTING OFFICE  
WASHINGTON : 1936

For sale by the Superintendent of Documents, Washington, D. C. Price 30 cents a copy.  
Subscription price per year: United States, Canada, Mexico, \$2.50; other countries, \$3.00.

Special  
Imp  
V  
Col  
Cor  
Social s  
Re  
Le  
Es  
Op  
Ch  
Nation  
Co  
Ch  
D  
W  
Healt  
H  
Housi  
C  
G  
Labor  
M  
I  
Work  
V  
Labor  
I  
Indu  
Shor  
Labo



## Contents

<b>Special articles:</b>	<b>Page</b>
Improvement of labor conditions on ships by international action, by William Gorham Rice, Jr., and W. Ellison Chalmers .....	1181
Collective bargaining in the glass industry, 1935-36 .....	1204
Consumers' cooperation in California, 1934-35 .....	1216
<b>Social security:</b>	
Retirement system for officers and employees of street railwaymen's union .....	1226
Legislation providing for dismissal compensation in Brazil .....	1227
Establishment of general social-insurance system in Ecuador .....	1228
Operation of French social-insurance law, 1933 and 1934 .....	1229
Changes in old-age and invalidity insurance system of Hungary .....	1232
<b>National Recovery Program:</b>	
Continuation of office of Coordinator for Industrial Cooperation .....	1234
Creation of committee to complete summary of N. R. A. accomplishments .....	1234
Departures from N. R. A. standards by manufacturing industries .....	1235
Wisconsin Recovery Act held constitutional .....	1238
<b>Health and industrial hygiene:</b>	
Health conditions among industrial policyholders during 1935 .....	1241
<b>Housing conditions:</b>	
Continuation of insurance of modernization loans by Federal Government .....	1244
Government aid to housing in Newcastle-on-Tyne, England .....	1245
<b>Labor laws and court decisions:</b>	
Maryland act requiring licensing of paperhangers declared unconstitutional .....	1247
Labor law of Irish Free State, 1936 .....	1248
<b>Workmen's compensation:</b>	
Workmen's compensation legislation in the United States and Canada, 1935 .....	1253
<b>Labor organizations:</b>	
Reestablishment of A. F. of L. Building Trades Department .....	1278
Amalgamation of Japanese labor organizations .....	1279
<b>Industrial disputes:</b>	
Trend of strikes .....	1281
Analysis of strikes in January 1936 .....	1282
The Goodyear Tire & Rubber Co. strike .....	1288
Conciliation work of the Department of Labor in March 1936 .....	1293
Review of strikes in 1935 .....	1299
<b>Shorter workweek:</b>	
Effect of 40-hour week on employment in the Postal Service .....	1313
Rest days in the Soviet Union .....	1315
<b>Labor turn-over:</b>	
Labor turn-over in manufacturing establishments, February 1936 .....	1316
Labor turn-over in the automobile and automobile-parts industries, 1931 to 1935 .....	1319

<b>Wages and hours of labor:</b>	Page
Earnings in cigarette, snuff, and chewing- and smoking-tobacco plants, 1933-35.....	1322
Hourly and weekly earnings in textile dyeing and finishing: Cotton, silk, and rayon, 1933 and 1934.....	1336
Salaries in smaller privately endowed colleges, 1929-30 and 1934-35.....	1363
Salaries in public libraries, December 1935.....	1365
Canada—	
Wages and hours of labor, 1934 and 1935.....	1367
Agricultural wages, 1933 to 1935.....	1369
Germany—Earnings in the chemical and metal-working industries, August 1935.....	1370
India—Average daily earnings in mines, December 1934.....	1372
Mexico—Compensation for weekly rest day.....	1373
<b>Employment offices:</b>	
Operations of United States Employment Service, March 1936.....	1374
Industrial and age classification of new applicants and of all persons placed during September 1935.....	1380
<b>Trend of employment and pay rolls:</b>	
Summary of employment reports for March 1936.....	1391
Detailed reports for February 1936:	
Private employment:	
Employment, pay rolls, hours, and earnings.....	1399
Trend of private employment, by States.....	1406
Private employment and pay rolls in principal cities.....	1409
Public employment:	
Executive service of the Federal Government.....	1410
Construction projects financed by Public Works Administration.....	1411
The Works Program.....	1415
Emergency conservation work.....	1418
Construction projects financed by Reconstruction Finance Corporation.....	1419
Construction projects financed from regular governmental appropriations.....	1420
State-road projects.....	1421
<b>Building operations:</b>	
Summary of building-construction reports for March 1936.....	1422
Detailed reports for February 1936:	
Building construction in principal cities.....	1425
Construction from public funds.....	1434
<b>Retail prices:</b>	
Food prices in March 1936.....	1437
<b>Wholesale prices:</b>	
Wholesale prices in March 1936.....	1445
Wholesale prices in the United States and in foreign countries.....	1453
<b>Cost of living:</b>	
Money disbursements of wage earners and clerical workers in Richmond, Birmingham, and New Orleans, by Faith M. Williams.....	1457
<b>Recent publications of labor interest.....</b>	1465

## This Issue in Brief

*The year 1935 witnessed the largest number of strikes since 1921, but the number of workers involved and the time lost were less than in 1934.* A review of the labor disputes in 1935 (p. 1299) shows that in that year 2,014 strikes occurred, involving 1,117,213 employees and resulting in 15,456,337 man-days of idleness. The industry group with the largest number of strikes was the manufacture of textiles and their products. The strikes of 1935 involved an average of 555 persons, but in more than half of the disputes fewer than 100 workers participated in each. Of the 2,003 strikes brought to a close during the year, the average duration was 24 calendar days, but there were 510 cases in which the dispute lasted a month or more.

*Contractual relations between workers and employers in the glass industry have been on an industry-wide basis for more than half a century.* Though these broad agreements were gained originally when the industry was one of highly skilled craftsmen, the unions have been able to maintain them even though craft distinctions in the manufacture of glass have largely disappeared. The provisions of the agreements are analyzed on page 1204.

*Efforts to improve the conditions of seamen by international action have been made since 1920.* In that year the permanent Joint Maritime Commission was formed by the International Labor Office. All maritime problems affecting labor are referred to this Commission by the Governing Body of the I. L. O. The fourth maritime session of the Conference will be held at Geneva in the fall of 1936. A discussion of the historical development of this Commission and of the improvement in child labor, welfare measures, and other working conditions obtained through its efforts are discussed in an article on page 1181.

*Outstanding in the field of workmen's compensation in 1935 was the passage of workmen's compensation laws in Florida and South Carolina.* The enactment of these measures reduces to two (Arkansas and Mississippi) the number of States which still have taken no action to protect workers in this way. The Florida act covers all private employers of more than 3 workers and that of South Carolina all private employers of more than 15 workers; both cover all public employees except elected officials. In a number of States whose legislatures met in regular or special session during 1935 amendments to existing workmen's compensation acts were passed. The results of legislative action in the United States and in Canada are summarized in an article on page 1253.



*A new health record was established in 1935 among the approximately 17,000,000 industrial policyholders of the Metropolitan Life Insurance Co., the death rate being 8.4 per 1,000 as compared with 8.5 per 1,000 in 1934—the previous low record. The continued decline in the death rate during the past 6 years is regarded as remarkable in view of the difficult economic conditions prevailing during the period. A gain in the expectation of life at birth amounting to 12.82 years took place between the years 1911-12 and 1935, the rate of improvement being greater among the industrial than among the general population. The most important achievement of the year was the establishment of a new minimum rate for tuberculosis which, however, still ranks seventh among the causes of death in the United States and sixth among the insured industrial population. Page 1241.*

*Average earnings of 42.9 cents per hour and \$14.61 per week in 1935 in plants manufacturing cigarettes, snuff, and chewing and smoking tobacco were disclosed by a survey made by the Bureau of Labor Statistics. In 1933 the corresponding earnings were 31.4 cents and \$10.50. In 1934 the average duration of employment of the workers was 47.4 weeks and their average annual earnings were \$699.92. Page 1322.*

*Since the beginning of the depression a revival of interest in the cooperative movement has taken place in California. A recent survey revealed 210 consumers' cooperative organizations in that State in August 1935, having an estimated membership of 51,000 and a business, during the first half of the year, of over \$225,000. Most of the societies were new and small, and few had been able to return dividends up to the time of the survey. Page 1216.*

*Wage earners working in the finishing of cotton textiles received average hourly earnings of 47.8 cents in August 1934, as compared with 45.4 cents in the same month of the previous year. The earnings in this branch of the textile-finishing industry are less than in the other branches of the industry. Thus, the workers in the finishing of silk and rayon goods averaged 59.6 cents per hour in August 1934 and 50.3 cents in August 1933. Page 1336.*

# Monthly Labor Review

+ Published by the  
UNITED STATES BUREAU OF LABOR STATISTICS

Vol. 42, No. 5

WASHINGTON

May 1936

## Improvement of Labor Conditions on Ships by International Action

By WILLIAM GORHAM RICE, JR., and W. ELLISON CHALMERS<sup>1</sup>

THE maritime session of the International Labor Conference, to be held in the fall of 1936 at Geneva, Switzerland, will be the fourth meeting of this sort, under the International Labor Organization—its fourth effort to improve the working conditions of seamen by the formulation of international treaties.

The movement originated at the Peace Conference of 1919. With a view to including in the Versailles Treaty a program that would reduce labor unrest, the Peace Conference had created a Commission on International Labor Legislation to study industrial conditions and attitudes, and to frame policies that would promote world peace by reducing economic injustice. This it hoped to accomplish through the improvement of the working and living standards of the workers, both as a result of the elimination of that international competition which was based upon the exploitation of labor, and through international agreements representing a general advance beyond standards then prevailing in any country. The Commission, early in its deliberations, decided that a continuing machinery should be set up to provide a means for the adoption of treaties—technically called conventions—which would embody specific minimum labor standards. The International Labor Organization (commonly called the I. L. O.) was therefore created, of which the International Labor Conference is the quasi-legislative organ.

Among the special problems presented to this Commission was that of the conditions of seamen. It was urged that seamen should be especially provided for, because the shipping industry was so obviously and thoroughly international, and so keenly competitive, that improvements in the labor standards on the ships of a single country were very difficult to obtain unless similar changes were made on those of other countries. It was proposed to the Commission that a special agency be created whose single task would be the international adjustment of seamen's problems.

<sup>1</sup> Both of the staff of the Geneva office of the United States Department of Labor.

The Commission chose not to set up a second international labor organ, but left to the International Labor Organization the problems of seamen. However, it did recognize the urgency and peculiarity of seamen's problems by directing that a special session of the International Labor Conference be held to deal with maritime labor matters. In accordance with this decision, the second session of the Conference, held in 1920, was devoted exclusively to matters affecting seamen. So, also, as a result of the insistence of shipowners and the support of the seamen, the later discussions of seamen's problems have been assigned to distinctly maritime conference sessions, to which governments, workers, and employers usually send experts in maritime affairs. Such sessions were held in 1926 and 1929, and now again one is in view for October 1936.

#### Joint Maritime Commission

TO FACILITATE discussion between shipowners and seamen, the Governing Body of the I. L. O. established, in 1920, the permanent Joint Maritime Commission, made up of an equal number of representatives of shipowners and seamen. At present, this Commission is made up of shipowners' and seamen's representatives of national organizations affiliated, respectively, to the International Shipping Federation and the International Transport Workers' Federation. Its chairman is the chairman of the Governing Body of the I. L. O., and the workers' and employers' groups of that body are also represented. As the Commission was last selected before the United States joined the I. L. O., no Americans are now included in its membership. Its composition will be redetermined by the 1936 maritime session of the Conference.

It has become the established practice of the Governing Body to refer all maritime problems to this Commission before placing any such items on the agenda of a Conference session. The Governing Body further recognized the special character of seamen's problems, when, in the fall of 1935, it convened a technical tripartite preparatory maritime meeting for a preliminary discussion of the most important maritime issues to be finally acted upon in the special 1936 Conference session.

In accordance with the I. L. O. constitution, each maritime session of the Conference is tripartite in character.<sup>2</sup> Four delegates are sent by each member nation. Two of these are delegates representative of their governments, one represents the shipowners, and one the seamen. With each delegate may be sent a number of advisers, so that specialists on each item of the Conference agenda can be consulted. As a result of the Conference discussions, treaties or conventions are drafted, and are declared adopted if they are voted

<sup>2</sup> This is also true of general sessions; see the International Labor Conference, June 1936, *Monthly Labor Review*, April 1936, p. 953.



upon by a majority of all the delegates, and if two-thirds of the votes cast are in the affirmative. Although it may be said that international standards are "established" by such a vote at an International Labor Conference, they are not obligatory in any country until after they have been specifically accepted by the formal ratification of the convention by that particular country.

#### Freedom for Seamen

SAMUEL GOMPERS, who was chairman of the Commission on International Labor Legislation at the Peace Conference, urged the inclusion in the section of the peace treaties constituting the original constitution of the I. L. O., of a declaration that no seaman should be punished for leaving his ship while it was in safe harbor, even if his contract of employment (his "articles of agreement") had not expired.

American seamen's organizations had vigorously fought for this freedom from a charge of "desertion" in such cases, and the right to quit ship had been embodied by Congress in the La Follette Seamen's Act of 1915. It had been hoped that the act would not only grant greater freedom to American seamen, and so improve conditions on board ship, but would also tend to bring the working conditions on ships of other countries up to a standard similar to those of ships registered under the United States flag. The law had not in practice so affected other shipping, and it had not been followed by similar laws in other countries.

In consequence of the unwillingness of some governments to accept this principle, and because some seamen's organizations did not support it, the proposal of the American delegate was not accepted. However, in order to make doubly certain the protection of the law already in force in the United States, a paragraph was included in the I. L. O. constitution to the effect that the protection afforded by existing legislation in any country would not be diminished as a result of any action of the International Labor Conference.

The right to quit ship was again raised in 1926, when a worker delegate proposed to a Conference of the I. L. O. that the matter be incorporated in a convention then being debated. When a difference of opinion among the labor delegates appeared, however, the suggestion was withdrawn.

#### Hours of Labor Aboard Ship

THE most important issue that faced the 1920 maritime session of the Conference of the newly created I. L. O. was the adaptation to shipping of the 8-hour day or 48-hour week. Seamen in the deck departments in most of the ships of the world were working a 12-hour day and 84-hour week, and those in the steward departments were



working even longer hours. The 8-hour day was opposed by ship-owners as certain to increase their labor costs. Yet there was a tremendous pressure for the adoption of the shorter hours in all fields of work. The Peace Conference had recognized this world opinion by including in the declaration of general principles which formed the concluding article of the I. L. O. constitution, as an objective of "special and urgent importance, the adoption of an 8-hour day or 48-hour week as the standard to be aimed at where it has not already been attained." The first session of the International Labor Conference, which considered the question when it met in Washington, D. C., in September 1919, adopted a convention specifying those hours for the principal manual employments on land. Shipping was not covered, because a special conference on maritime matters was to be held during the following year. The problem of daily or weekly hours' limitation on ships was referred to it by this specific language of the hours-of-work (industry) convention of 1919: "The provisions relative to transport by sea and on inland water-ways shall be determined by a special conference dealing with employment at sea and on inland waterways."

In the course of an extended debate at the 1920 maritime session, it appeared that there was a willingness on the part of government representatives to consider some lessening of working time aboard ship. All groups were keenly aware of the insistence of seamen for improvement in their conditions, and were willing to make some concessions to this demand, in order to placate unrest. But the Conference could not agree upon a formula. At one point a number of government delegates sufficient to effect adoption would have voted for a treaty establishing a 48-hour week for firemen, a 56-hour week for men on deck, and a 70-hour week for those in the steward department. The seamen's organizations refused to agree to such a weakening of the principle already adopted for land industries. As a result, the final vote was upon a convention to apply the 8-hour day or 48-hour week to all seamen. This received the support of all worker and some government delegates—a total of 48 affirmative votes. According to the I. L. O. constitution, however, a two-thirds majority of those voting is necessary to adoption—in this case 48 $\frac{2}{3}$  votes. Adoption was thus lost by a fraction of a vote. This issue still occupies the center of the stage in maritime discussions, and is the leading question before the session of the Conference that is to meet in the fall of 1936.

#### Child Labor, Indemnity for Shipwreck, and Employment Offices

WITH the problem of hours tabled, the 1920 Maritime Conference proceeded to the adoption of three conventions dealing with important but less basic changes in working conditions aboard ship. These

fixed the minimum age for work at sea, provided for the indemnity of seamen in case of shipwreck, and regulated employment offices for seamen.

The I. L. O. constitution, which originally was a section of the peace treaties, had declared that it was desirable to abolish child labor, and the first session (Washington 1919) of the Conference had adopted a convention fixing a minimum working age of 14 years for employment in "industrial undertakings." The convention fixing the same minimum age for employment at sea (except in fishing) was adopted without great opposition in 1920, and up to January 1936 had been ratified by 30 nations, including almost every maritime power.<sup>3</sup> No doubt both its original adoption and the number of its ratifications are in large part explained by the fact that in the principal maritime countries there has been a tendency to employ at sea fewer and fewer children under 14. The fact that more than 16 of these ratifications had to be accompanied by legislative acts indicates, however, that there had been little legislative protection for children in this matter. In the autumn of 1936, 16 years later, another maritime conference session probably will debate the raising of this minimum age from 14 to 15 years.

The second convention agreed on at the 1920 Conference marked a more substantial advance. Prior to that time, the seamen of most nations, when unemployed because their ship had foundered or been lost, had no legal claim for wages during their consequent unemployment. The new convention required shipowners to continue the wages of such unemployed seamen for a period up to 2 months unless they secured other employment before that time. By the beginning of 1936, this convention had been ratified by 24 nations, including most of the important maritime countries. These ratifications have required new legislation to establish this rule and its enforcement.

In most maritime countries in 1920, private fee-charging employment agencies were common, and hiring halls under the control of shipowners also were numerous. The third convention of that year provided for the early elimination of all such agencies and the establishment or continuation of employment offices conducted either by public authorities or by owners and seamen jointly under government supervision. By early 1936, this convention had been ratified by 24 nations, including many but by no means all of the maritime powers. For most of these nations, legislation to implement the convention was required.

<sup>3</sup> This and subsequent similar statements must be understood to ignore the United States and the Union of Soviet Socialist Republics. Both of these States have joined the I. L. O. so recently that they have not yet ratified any conventions.

### Minimum Age for Stokers and Coal Passers, and Medical Examinations for Seamen

WHEN the 1920 Conference discussed the problem of establishing a minimum age for employment at sea, it found two additional aspects of the problem upon which it was reasonably well agreed, but on which it could not act because they were not included on the agenda set out for it by the I. L. O. Governing Body. It therefore resolved to request the Governing Body to place these two additional maritime proposals on the agenda of the 1921 Conference. The first of these required an annual physical examination for every young person under 18 years of age employed at sea. This convention was adopted in 1921, and by January 1936 had been ratified by 28 nations, including most of the maritime powers. For most of them, it required new legislation in order to make its provisions effective.

The second maritime convention of 1921 raised to 18 the minimum age of employment at sea for trimming (that is, coal passing) and stoking. Despite the fact that this convention also required new legislation to make it effective, it has been ratified by 30 nations, again including most of the important maritime countries.

### Articles of Agreement and Repatriation for Seamen

ONE of the items placed on the 1920 agenda had been "consideration of the possibility of drawing up an international seamen's code." In including this item, the Governing Body of the I. L. O. had indicated its belief that the subject was far too extensive to be handled in a single discussion, but nevertheless hoped that a beginning might be made. The Conference took the same view, for it considered the seamen's code as "the whole of the laws and regulations dealing with the conditions and position of seamen as such", and concluded that it had to be built up by the serial adoption of conventions dealing with the various aspects of the status of seamen. This Conference session cautiously began the development of such a code by agreeing upon five subjects which it considered could be adopted without too great opposition, and these it recommended should be put on the agenda of the future maritime sessions of the Conference. As a result of the discussions and finally the recommendations of the Joint Maritime Commission, the Governing Body placed one of these subjects—articles of agreement—on the agenda of a second special maritime conference session in 1926. Each of the other four, i. e., accommodations for seamen aboard ship, discipline, settling of disputes between individual seamen and their employers, and social and industrial insurance for seamen, has been discussed within the I. L. O. but none of them as yet has been made the subject of a convention.



Debate at the 1926 maritime session primarily centered upon the articles of agreement, or contract of employment, of seamen. The Conference decided not to specify the contents of each of the articles of agreement. It did adopt an international standard specifying the way in which articles of agreement should be presented, signed, and later canceled, enumerating the subjects that should be covered, and requiring shipowners to furnish discharge books at the termination of employment, prohibiting the inclusion in such books of statements concerning wages or quality of work but permitting the seaman to obtain an additional statement of these facts if he desired. Upon these items there was relatively little disagreement and the convention was finally adopted unanimously. The standards of the convention were somewhat in advance of the current practice in maritime countries. It has been adopted by 20 nations, including many of the most important maritime countries. It has resulted more in a standardization than in any considerable improvement in the laws of the ratifying nations.

A second subject considered by the 1926 Conference as appropriate for a convention that would standardize and improve the maritime codes, was the situation of seamen whose employment ends, for any reason, in a foreign port. It had been the custom of many owners to arrange for the return to their home port of seamen whom they no longer required. It may have been this custom which had led some seamen to oppose the American proposal to lay down the general principle of freedom of seamen in the peace treaties. For it was argued that in practice one usually had to choose between the right to leave the ship in any port, on the one hand, and the right to be returned home if discharged for any reason in a foreign port. The seamen who chose the latter alternative urged the adoption of an international convention specifying this right of repatriation, because, although it was the custom of many shipowners and the requirement of some nations, it was by no means universal. Such a convention was adopted, providing that any seaman who is landed by a ship in a foreign port, either during his engagement (the period specified in his articles of agreement) or on its expiration, may claim the right to be returned, without cost to himself, either to his own country or to the port of engagement or to the port in which the voyage began—the choice being left to national legislation. This convention represented a significant advance in the practice of maritime nations, and has been ratified by 16 countries including some but by no means all of the important maritime countries.

No maritime conventions have been adopted since 1926, but seamen's needs have not ceased to occupy the attention of the I. L. O.

## Revival of the Maximum Hours of Labor Question

IN 1929, 3 years later, the third maritime (thirteenth) session of the Conference was held. In the interval the I. L. O. had changed its treaty-framing procedure. As a result of 8 years' experience with labor conventions in many different fields, it had come to the conclusion that usually it is not efficient to put a convention draft to a final vote the first time that it is presented to a Conference. It had been found that a single discussion not infrequently resulted in the adoption of conventions that were poorly drawn. Such measures were less likely to secure the ratification of members than if all the possible objections and possible amendments had been fully considered. The making of significant treaties is exceedingly difficult, and it is by no means easy to get the general agreement of many sovereign governments upon any draft. In accomplishing such agreement, there is always the danger that it may be so filled with qualifications and loopholes that it will represent no real advance beyond prevailing practice. On the other hand, a Conference may decide only to make a gesture, and in that case will accept a draft representing a great advance in labor standards, but one which nations do not expect actually to apply within their own borders. To improve the chance of the adoption of a treaty representing social progress, and at the same time increase the possibility of its extensive ratification, the I. L. O. now usually votes finally upon a convention only after it has been thoroughly discussed by two separate sessions of the Conference. In accordance with this revised procedure, the 1929 maritime session was devoted to an extended but only preliminary discussion of several issues.

This session was held 9 years after an earlier maritime session had extensively debated the issue of an international standardization of maximum working hours. The subject had been frequently discussed in the I. L. O. during the intervening years. The Governing Body had debated the inclusion of the issue on the 1926 Conference agenda, and the motion to do so had failed only by a tie vote. The 1926 session therefore had no authority to adopt a convention on the subject, but it had adopted by a large majority a resolution requesting the Governing Body to include hours of work on the agenda of the next maritime Conference session. That body did include it as one of the four main subjects on the 1929 agenda.

Although the 1929 session did not have the draft of a convention before it, it concluded its debate by specifying that the governments should be asked their opinion on various issues relating to the 8-hour day or 48-hour week for seamen, and voted to place it for final action on the agenda of the next maritime Conference session. On these votes, most of the shipowners were in opposition, alleging among

other things, that it was undesirable to attempt international standardization of hours, and that they preferred national collective agreements between seamen and owners. The vote to place the item on the next Conference agenda for final action was carried over the opposition of all the employer delegates with the exception of the French, Italian, and Bulgarian, but with the affirmative vote of all the workers and practically all the governments.

Sickness Assistance, Welfare in Port, and Professional Capacity of Officers

THE other issues before the 1929 Conference were (1) the protection of seamen in case of illness, including the institution of sickness insurance, (2) the promotion of seamen's welfare in port, and (3) the professional capacity of captains and watch-keeping officers. All these were placed on the agenda of the next maritime session of the Conference for final action.

#### Obstacles Delaying Further International Cooperation

IT WAS not easy to secure the adoption of maritime conventions during the first 10 years of the life of the I. L. O. Some of the most important proposals, notably that covering hours, met with the vigorous opposition of most shipowners. Although the workers were almost unanimous in pressing for reform, the government delegates hesitated, and were willing to join in the support of only the seven treaties already summarized.

Each shipowner was thinking of the threat to his business that might be involved in the increased charges he might be forced to make as a result of the increased cost to him, arising from additional labor regulations. At each Conference, the workers pointed out that the theory of a convention was the establishment of a common international standard, and therefore that no individual shipowner need be penalized in international competition. To this the shipowners replied that it should not be assumed that competition was equalized by the single act of adopting a convention. The final vote of the Conference is only the first step toward the establishment of a common competitive level. Each convention had to be ratified by all the maritime nations, before standardization was in fact achieved. If the adoption by the I. L. O. induced some countries, but did not induce others, to accept the higher standard, the shipowners of the ratifying nations would be penalized.

Moreover, the attitudes of the various governments toward the most important proposals have changed from time to time. Immediately following the war, there was a strong world-wide urge for the adoption of improved standards in industrial relations, which found



important expression in the establishment of the International Labor Organization. In 1919, on the wave of the same public opinion, the first Conference of that Organization had adopted an 8-hour day for industrial workers. Similarly, in 1920, an 8-hour rule for shipping had failed of adoption by a fraction of a vote. The attitude of the various governments toward this convention indicated a desire to improve the lot of seamen. This can be explained partly by the fact that a strong organization of seamen existed in most countries, partly by the public appreciation of the men who helped to win the war by manning both the war and merchant ships of their countries.

War prosperity was followed by a reaction, however, shipping was no longer prosperous, and the interest of the nations in reform and in any special assistance to seamen receded. In addition, some nations became concerned with continuing and if possible increasing their merchant marines in order that foreign trade in time of peace, but especially in time of war, might be safeguarded. Although progress has been made by both legislation and collective agreements, each of these nations has been reluctant to impose regulations which might penalize its own shipping, in competition with other ships on which equally high standards are not required.

So the road to international agreement in the raising of seamen's working standards has been uncertain and for some reforms, difficult.

Despite the fact that shipping is the most international of all trades and the need for an international standardization, therefore, most apparent, and despite the fact that poor standards and discontent among seamen have made urgent the need of reforms, progress through either international conventions or national regulations has been slower than for land industries.

At the maritime Conference session of 1929, the opposition of almost all the shipowners was apparent. Indeed, the refusal of the British shipowners to attend it almost caused its break-up. However, the Conference finally not only avoided such an outcome, but took, with the almost unanimous approval of the government delegates, the step of completing first discussion of the four topics before it and of placing them all on the calendar of the next maritime session—then expected to follow shortly, but actually yet to be held.

After 1929, the situation became more difficult. The economic crisis made shipowners even less willing to consider any reform that would increase labor costs, and especially so drastic a one as changing the working schedule from 12 hours to 8, with a consequent increase in the number of watches from two to three. Governments were influenced by a variety of pressures. Because of their own decreasing revenues and because of the appeals for larger subsidies to support their merchant marines, it was natural that there should be resistance to the imposition of standards that would increase shipping



costs. On the other hand, in practically all countries, the wider extension of subsidies gave seamen an opportunity to appeal to their governments to grant subsidies only where reasonable labor standards were in force. In most countries, the pressure of the seamen tended to be more effective than the appeals for economy.

As the depression deepened, the shipowners in their respective countries began to reduce wages and otherwise attempt to reduce costs. The British shipowners and seamen came to an agreement to postpone wage changes only on the understanding that British seamen would not urge an immediate adoption of the hours convention by the I. L. O.

Because of these national and international pressures, and because of disagreements on procedure that were the subject of sharp debates in the Joint Maritime Commission, the Governing Body delayed the call for another maritime Conference session, and for a number of years the problems of seamen were held in abeyance by the I. L. O.

As economic conditions grew worse, it appeared less and less likely that an international agreement limiting hours of work could be achieved. Shipowners became more and more involved, because of decreasing revenues, and governments found it necessary to increase subsidies. The British shipowners ended their agreement not to reduce wages in 1932. Although the seamen, therefore, were free to press again for I. L. O. conventions, conditions now were all against them.

It is true that the 1929 Conference had debated not only hours, but also three other topics, and that no insurmountable obstacles seemed to prevent their adoption at the next maritime Conference session. As these were considered less important than a convention on hours, the I. L. O. determined to delay further maritime discussions until there was some possibility of success in this respect.

The next move therefore waited upon a consideration, by the Joint Maritime Commission, of the problem of hours. For several years the I. L. O. did not consider it worth while even to call the commission together, because favorable action seemed so unlikely. In an era of general budget reductions, the I. L. O. was not immune, and it was disinclined to risk the cost of either a Joint Commission meeting or the larger maritime Conference until some real possibility appeared that maritime conventions could be adopted.

#### Renewal of Discussions

IN 1934 the economic clouds began to thin and some action appeared possible. Early in 1935 the Joint Maritime Commission submitted a unanimous report of shipowners and seamen, recommending to the Governing Body that another maritime session of the Conference should be convened, in order to consider as a joint problem both hours of

labor and manning of ships—i. e., the number of men to be carried for the operation of the ship in each department (deck, engine room and stokehold, and steward) and the number of watches into which the working day would be divided. When this agreement came to the Governing Body, it decided that the time was opportune for a renewal of efforts to secure additional maritime conventions. Since manning was a new problem which had been added to the hours discussions, it might be expected that, under the double-discussion procedure, the next maritime conference session would be asked to conduct only a preliminary survey of the combined subject and then again postpone final action to a later date. In order to overcome this possible delay, the Joint Maritime Commission had recommended that there first be held a preliminary technical conference, at which governments, seamen, and shipowners could be represented. The Governing Body accepted this suggestion, and the preparatory meeting was called together in November 1935, in the hope that the issues could be so clarified that they could be finally acted upon in 1936, when a maritime session of the Conference, empowered to adopt international conventions, should meet. Two items were placed on the agenda of this preliminary meeting by the Governing Body. One was the combined question of hours and manning. The second, a new question, was vacations (or, as the English say, "holidays") with pay, for seamen.

#### Hours and Manning Before the Preparatory Technical Meeting, 1935

THE working schedules of officers, wireless operators, stewards, firemen, and stokers were considered, as well as the proper qualifications for seamen in each of these departments.

The most vigorous and extended debates of this so-called technical meeting, however, concerned the shortening of the working time of seamen in the deck department. It was pointed out that although the 8-hour schedule now prevails in the engine room and stokehold of most ocean-going vessels, it is not usual in the deck department in most of the shipping of the world. Table 1 shows that in every important maritime country the 8-hour day or its equivalent is the standard for firemen and trimmers, but that for able seamen on deck the 12-hour day prevails as the standard in all the nations listed except the United States, Germany, France, Russia, and Australia. One should note, however, that it is extremely difficult to compare the practices prevailing in different countries. In actual fact, the average hours worked may vary considerably from those which are set forth on a schedule. For instance, it is evident from table 2 that although the Dutch hourly schedule (as given in table 1) would appear to require a 12-hour day for able-bodied seamen, in fact these men only averaged 10½ hours during the period studied.

The shipowners, who opposed the extension of the 8-hour day or 3-watch system for seamen, contended that (1) it represents a very considerable increase in expense to a merchant marine that is already so largely dependent on government subsidy; (2) in consequence, governments would have to pay most of the bill; (3) conditions are different in different countries and though it may be possible and desirable to apply such a schedule on some ships it is not on others; and therefore (4) in order that such reforms might be applied only where they could be imposed without too much burden, it would be better to proceed by collective agreements between shipowners' and seamen's organizations in different countries than to attempt either national or international legislation; (5) the schedule of hours is misleading to the layman, since a man actually may be fully employed only a part of the time when he is required to be available for work on watch; and finally (6) since other conditions of employment for seamen are not concurrently regulated, a general shortening of hours might actually increase competitive inequalities. On this last point, it was urged that by the introduction of the 8-hour day, owners paying higher wages would have their labor costs increased more than those of others and that the competitive handicap would be aggravated. That there is a wide variation in wage rates, can be seen from the approximate figures given in table 3. By advancing this argument, the owners were not really urging the inclusion of wage regulation, for they knew that all parties agreed that both monetary exchange and practical politics made such a proposal out of the question. They urged, rather, that this reasoning led to the conclusion that no international hours regulations should be attempted.

The advocates of a convention embodying the 8-hour day argued that (1) the international standardization of some elements of labor costs is highly desirable in an industry so totally international in its competition as shipping; (2) all workers in land industries had received much better regulations than those that applied to seamen, with the result that hours on shore were now far less than those required of seamen, and yet (3) seamen had been neglected far more than workers in land industries in the establishment of international conventions; (4) since shipping was so international, neither national legislation nor collective agreements will suffice, (5) nor should the fact that some other employment conditions are not regulated prevent the adoption of the 8-hour day, for all legislative improvement in working conditions has to proceed by stages; but (6) actually the 8-hour day already is applied in those very countries in which the wage level is highest; and (7) since this particular reform is already in force in no small part of the shipping of the world (including most of that of the United States) as a result of trade-union agreements,



it should not be difficult to secure general acceptance and national ratifications to such a treaty; (8) such a universal adoption of the standard is necessary in order to protect those merchant marines that have already adopted it; and finally (9) both safety at sea, which is receiving an increasing public attention, and concern for the welfare of seamen make such a reform desirable, even though increased costs would result.

To the objection that the variation in wages would further embarrass the higher-standard countries, the seamen responded that collective agreements, which in another connection the owners seemed to prefer instead of international conventions, actually were tending to take into account the varying conditions in different countries. The extent of wage fixing by collective agreement is shown in table 3. To the argument that international standardization was undesirable, the seamen pointed out that in almost every other aspect of shipping, international regulations existed, including treaties for safety at sea, for cargo limits and specifications, and for rates. Only labor conditions, of all the conditions affecting shipping, seemed to be neglected.

This meeting was tripartite in composition, like the sessions of the International Labor Conference itself. It therefore involved the alinement of interests not primarily by countries, but rather by economic groups. The workers' group debated and voted as a unit. The owners tried to remain together, but they were somewhat less united. As a result of the different hourly schedules under which they were then operating (see table 1), three different shipowner points of view were presented. At one end, the American and French shipowners were prepared to accept the 8-hour day. Most of the group preferred to present a careful analysis in an attempt to demonstrate the undesirability of a convention limiting seamen's hours, but nevertheless were careful not to close the door upon further negotiation on the subject. At the other extreme, the British shipowners' representative so thoroughly opposed international regulation that he refused formally in plenary meeting to participate in the discussion of the provisions in which the standard might be embodied. Within the employers' group, however, he and a large staff of advisers played an active part.

The position of each government was dictated in part by the fact that the government stood as an arbitrator between the economic interests of its nationals. The representatives of each government welcomed a full and frank discussion of the issues, so that the ground could be surveyed, and in the hope that agreement might eventually result. More than this, many of the government representatives entered into the discussion of the substance of the prospective convention. In the presentation and analysis of these problems, strategic

and highly influential roles were played by the various representatives from Great Britain, the United States, and France.

For the United States, since it joined the I. L. O. only in 1934, this technical meeting marked its first participation since the 1919 Peace Conference in international maritime labor discussions. The United States sent a full delegation and all three delegates took a prominent part in the deliberations, despite the fact that they were not accompanied by expert advisers as were the delegates from the other principal seafaring nations. Apart from the personalities of the delegates themselves, the influence of the United States was twofold: In the first place, the United States has the second largest merchant marine in the world (see table 4 for a comparison of the relative positions of different maritime countries); in consequence, the considered opinion of its Government, shipowners, and seamen could not help but influence strongly those who represented nations with important but smaller merchant fleets. In the second place, many American seamen were already working either under the 8-hour day or the three-watch system. This made it possible for Mr. Andrew Furuseth, president of the International Seamen's Union<sup>4</sup> and American seamen's representative at the November 1935 meeting, to point to the American experience as a proof of its practicality. It made it both possible and desirable for Mr. Robert W. Bruere, the delegate representing the United States Government, to use his influence in favor of a convention specifying the three-watch system. It also provided a stimulus for the American shipowners' delegate, Mr. Samuel Aitken, vice president of Moore & McCormack Co., to announce that he was prepared to recommend to the United States shipowners the three-watch system without overtime, although his recommendation would not embrace shipping on lakes and sounds nor coastal and intercoastal shipping. There can be no doubt that the unanimous position of the three American representatives helped to set the tone of the Conference and to prepare the way for some final action on the problem of hours limitations in the fall of 1936.

The French delegates had a somewhat similar background which resulted in their taking a similar position. French law since 1919 has specified the 8-hour day for most seamen. As a consequence the representatives not only of the French seamen and Government, but also of the French shipowners were prepared to welcome an international convention on the subject. Their influence was less than that of the United States in the meeting only because the French merchant marine is much smaller.

<sup>4</sup> The International Seamen's Union, which is affiliated to the American Federation of Labor, is an organization with membership in the United States and Canada. It is not to be confused with the International Transport Workers Federation, with headquarters in Amsterdam, which is a federation of unions in 37 countries of the world (1932), but not including seamen in either the United States or Canada.

The British delegates took a very active part in the meeting. They came to the meeting with an imposing array of advisers, and several of these were quite familiar with I. L. O. procedure and the background of each issue, so that each delegate was fully prepared to take every advantage of the situations developing in the meeting. Each delegate took a leading part in the government, owners' or seamen's group to which he belonged. All this preparation and activity arose out of the intense interest of the various British groups in the issues. While in the United States the 8-hour day reform had been widely adopted and was a pressing issue only insofar as competition with other nations was concerned, British shipping was still operated under a schedule of longer hours. The seamen, consequently, were anxious to use the fact of an international convention to assist their attempts to secure the reform at home as well as to internationalize the standard. For exactly the same reason, the British shipowners' delegate was anxious that an international standard of 8 hours should not be adopted, so that it would not increase the difficulty of negotiating with the trade-union at home.

The British Government found itself between the two fires. It would be far easier for the Government if the two sides could work out a compromise agreement without putting these counter-pressures on the Government through international discussions. Consequently, the British Government delegate urged caution and hoped that before any final action had to be taken owners and seamen would have reached an agreement. Since the close of the preparatory meeting, negotiations between British shipowners and seamen have begun. It may be that an agreement between them on at least some aspects of the joint problem of hours and manning may clarify the situation not only as it affects the large merchant fleet of Great Britain, but also as it indirectly affects the shipping of other nations.

The technical meeting was free to determine the form of its report to the Governing Body of the I. L. O. Some delegates came to the preliminary meeting hoping that the three groups there represented might reach, through negotiations, an accord which could be presented as a series of recommendations to the Governing Body, and which would serve as the basis of a draft convention that could be acted upon by the full maritime conference session in 1936. It soon became apparent that since the situation, especially in Great Britain, might change within the year, conclusive negotiations were not practical at that time. The meeting preferred, therefore, to limit its activities to exploration rather than negotiation. It prepared a unanimous report summarizing the position of each group and each individual representative on the combined question of hours and manning. The report concluded by listing the issues which, the meeting found, must be resolved in the drafting of such a convention, with



the suggestion that "the basis for an agreement on hours and manning is beginning to emerge." The debate on the issue of a three-watch system for the deck crew has been summarized at length. It should be noted that the "basis for an agreement" referred to in the report of the meeting also includes the allied subjects of the qualifications of the crew and the minimum man power necessary to insure the safety of the ship. The American seamen's delegate, Mr. Furueth, was instrumental in securing for both these subjects favorable consideration. It remains for the 1936 Maritime Conference to achieve an agreement on each problem.

#### Vacations With Pay

THE second issue before the preparatory meeting in 1935 received more desultory attention. The movement for vacations with pay for workers has gained considerable headway in Europe, and in 1936 the International Labor Conference at its June session reaches the stage of second (final) discussion of vacations with pay for industrial workers. The technical maritime meeting was directed by the Governing Body to canvas the possibility of the adoption of a convention specifying such a standard for seamen. Following the procedure which it had adopted for itself in the hours and manning discussion, the meeting did not vote a recommendation as to whether such a convention should or should not be adopted. It did develop the views of members of all three groups on the advisability of such a standard, and the detailed regulations that would be adequate to embody it. This question also will come up for final action in the maritime session of the Conference in 1936.

#### The 1936 Maritime Session of the Conference

THE report of the preparatory meeting has been sent by the International Labor Office to all member governments, and they have been asked to submit their observations upon each of the crucial issues raised. Largely guided by the discussion at the preliminary meeting and by the government replies, the Office will present to the 1936 session a tentative draft of a maritime convention providing for hours limitation and for the minimum number and qualifications of seamen on vessels of various sizes and in various trades, and another to establish vacations with pay.

In the fall of 1936, the twenty-first (fourth maritime) session of the International Labor Conference will meet in Geneva, Switzerland. To it will be eligible four delegates from each of 61 member States; and, with the single exception of Germany (no longer an I. L. O. member), all the important maritime States of the world will be present. Two delegates will represent each government, another the



shipowners, and the fourth the seamen. With these delegates may come a maximum of two advisers for each of the five subjects before the Conference.

Proposed texts of five conventions prepared by the International Labor Office will be placed before the session. Starting from each of these, the Conference is expected finally to frame and either to adopt or to reject a convention or recommendation upon each subject. The five subjects are:

1. Hours and manning aboard ship.
2. Vacations with pay for seamen.
3. Protection of seamen in case of sickness.
4. Promotion of seamen's welfare in ports.
5. The minimum requirement of professional capacity for captains, and other officers.

In June the Governing Body is likely to refer another question to the Conference, namely, the revision of the convention establishing a 14-year age minimum for employment at sea. The principal change suggested is the raising of this minimum to 15 years.

Table 1.—Hours of Work at Sea on Distant-Trade Cargo Vessels

[Except where italics are used data relate to national regulations or collective agreements; italics indicate prevailing practice when no control]

Country	Deck department				Engine-room department				
	Watch-keeping staff			Day men, hours	Watch-keeping staff			Day men, hours	
	Navigating officers <sup>1</sup>		Deck hands, hours		Engineer officers <sup>1</sup>		Firemen, hours <sup>2</sup>		Trimmers, hours <sup>2</sup>
	Number of mates	Hours			Number	Hours			
Australia.....	3 above 100 tons net.	8 per day.....	8 per day.....	8 per day.....	3 above 200 nominal h. p.	8 per day.....	8 per day.....	8 per day.....	
Belgium.....	3.....	2-watch system. 3-watch system (beyond narrow waters).	.....	8 per day.....	3-watch system. 3-watch system (plus 2 hours for upkeep).	3-watch system. do. <sup>3</sup> .....	3-watch system. do. <sup>3</sup> .....	8 per day.....	
Canada.....	( <sup>1</sup> )	2-watch system.	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	
Denmark.....	3 above 2,500 tons gross.	.....	.....	9 per day.....	3 above 500 or 800 indicated h. p. (according to trade).	8 per day <sup>3</sup> .....	8 per day <sup>3</sup> .....	8 per day.....	
Finland.....	3 above 2,000 tons gross, for overseas trade.	do.....	.....	Up to 24 in 2 consecutive days and up to 63 per week.	16 in 48-hour period.	16 in 48-hour period <sup>3</sup> .....	16 in 48-hour period, provided trimmers carried.	Up to 24 in 2 consecutive days and up to 63 per week.	
France.....	3 if time at sea is 10 days or more.	3-watch system (2-watch optional if paid for work over 8 per day and 48 per week).	.....	8 per day.....	3-watch system.	3-watch system. 3 coal fires (4 if grate area restricted); 9 oil fires.	3-watch system.....	8 per day.....	
Germany.....	.....	3-watch system above 2,600 tons gross.	do.....	do.....	3 for all vessels in distant trade and those in extended trade with over 2,000 shaft h. p.	3-watch system, vessels in distant trade and those over 1,000 tons gross in extended home trade.	8-12 tons of coal.....	Do.	

<sup>1</sup> When 3 navigating or engineer officers are carried, work may be organized on 3-watch system<sup>2</sup> Where number of fires tended or coal handled is specified, such data are also given.<sup>3</sup> Plus any ash hoisting not done during watch.<sup>4</sup> Conditions on ships in Atlantic trade similar to those on ships of Great Britain

Table 1.—Hours of Work at Sea on Distant-Trade Cargo Vessels—Continued

Country	Deck department				Engine-room department				
	Watch-keeping staff				Watch-keeping staff				
	Navigating officers		Deck hands, hours	Day men, hours	Engineer officers		Firemen, hours	Trimmers, hours	Day men, hours
	Number of mates	Hours			Number	Hours			
Great Britain	3 above 2,750 tons gross.		2-watch system	8 per day; 50 per week.	3-watch system	3-watch system <sup>1</sup>	2- or 3-watch system worked in turn by "firemen-trimmers." <sup>2</sup>	8 per day; 50 per week.	
Greece		2-watch system (and extra work up to 2 hours per day).		9-12 per day.	3-watch system	3-watch system (and extra work up to 3 hours per day)			
	3 above 7,700 tons gross.				3 above 1,050-1,575 tons gross (according to trade).	1 "fireman-trimmer-greaser" per 2½ tons of coal (natural draft fires) or 2.9 tons (forced-draft fires) on an average.			
India		3-watch system	2-watch system	10-11 per day; 59-66 per week.	3-watch system	3-watch system. 3 coal fires or 15-25 oil burners.	3-watch system <sup>1</sup>	About 9 per day.	
Italy	3 above 7,000 tons gross.	2-watch system (3-watch when master keeps watch).	2-watch system	8 per day.	3 above 1,600 tons gross.	3-watch system. 3 coal fires and 4 tons of coal or 4 fires and 3 tons, 9 oil fires.	3-watch system up to 9 tons of coal. <sup>2</sup>	8 per day. (Plus).	
Japan	3 above 5,000 tons gross.	2-watch system	2-watch system	9 per day.	3 above 2,000 nominal h. p.	3-watch system <sup>1</sup>	3-watch system <sup>1</sup>	9 per day.	
Netherlands	3 above 2,500 tons gross or 1,000 tons gross, or (irrespective of tonnage) according to trade.	3-watch system	2-watch system	10 per day.	3 above 2,500 tons gross, or 1,000 tons gross, or (irrespective of tonnage) according to trade.	3-watch system <sup>1</sup>	3-watch system <sup>1</sup>	9 per day.	

Norway-----

3 above 2,500 tons gross.

2-watch system.

2-watch system.

3 above 1,000 indicated h. p.

3-watch system.

3-watch system, if coal consumption exceeds 6 tons in 24 hours, 3½ tons in 14 fires.

3-watch system, if coal consumption exceeds 6 tons in 24 hours, 3½ tons in 14 fires.

work as day men or as combined "firemen-trimmers."

Norway.....	3 above 2,500 tons gross.	2-watch system.....	2-watch system.....	8 per day.....	3 above 1,000 indicated h. p.	3-watch system.....	3-watch system, if coal consumption exceeds 6 tons in 24 hours, <sup>1</sup> 3½ tons and 4 fires.	3-watch system, if work or as combined "firemen-trimmers," <sup>2</sup> coal consumption exceeds 28 tons in 24 hours. <sup>2</sup>	8 per day (or 6 or 7 per day). 8 per day.
Soviet Union.....	-----	3-watch system.....	3-watch system.....	8 per day (or 6 or 7 per day). 9 per day.	-----	3-watch system.....	3-watch system.....	3-watch system.....	8 per day (or 6 or 7 per day). 8 per day.
Spain.....	-----	2-watch system, 12 per day (3-watch system on trans-Atlantic cargo).	2-watch system, 12 per day.	9 per day.	-----	3-watch system, 8 per day.	3 fires and 4 tons of coal or 4 fires and 3 tons (3 tons per day of fires or 2 rows); 9 oil fires.	3-watch system, 8 per day. Up to 9 tons of coal per day.	8 per day.
Sweden.....	-----	2-watch system (3-watch in overseas trade, 18 hours in 48-hour period).	2-watch system, 24 hours in 48-hour period.	9 per day, 55 per week.	-----	16 in 48-hour period.	16 in 48-hour period, if engaged in overseas and European trade, and on oil-burning vessels if carrying at least 3 firemen.	16 in 48-hour period, if at least 3 trimmers carried.	9 per day, 55 per week.
United States.....	3 above 1,000 tons gross (legal requirement), on vessels not covered by agreements.	3-watch system.....	3-watch system (legal requirement) on ships not covered by agreements.	8 per day.....	-----	3-watch system, 8 per day.	3-watch system, 8 per day. 4 fires (3 if forced draft).	3-watch system, 8 per day.	8 per day.

<sup>1</sup> Plus any ash hoisting not done during watch.

<sup>2</sup> If number of men of each rating permits.



Table 2.—Average Actual Hours of Work (Both in Port and at Sea) on Board Dutch Ships<sup>1</sup>

Occupation	Average hours on duty—	
	Per day	Per week <sup>2</sup>
Deck:		
Watchkeeping personnel:		
Navigating officers.....	11¼	78½
Quartermasters, able-bodied and ordinary seamen, and light hands.....	10½	73½
Daymen: Boatswains, lamptrimmers, and sailmakers carpenters.....	9+	64
Engine-room and stokehold:		
Watchkeeping personnel:		
Engineer officers.....	9¾	68½
Greasers.....	8¾	61½
Firemen.....	8¾	57½
Trimmers.....	8+	56½
Daymen:		
Donkeymen.....	10½	73½
Electricians, fitters and assistant fitters, storekeepers.....	8+	56½

<sup>1</sup> Steam and motor ships (375 passenger, cargo and mixed vessels above 400 tons gross totaling 1,846,502 tons gross) engaged in the various trades (home and foreign) and employing 12,345 men below the grade of master—according to returns covering a 6-month period, beginning Jan. 12, 1929. (Rapport van de Commissie van onderzoek naar den arbeidsduur aan boord van Zeeschepen.—'s Gravenhage, 1931.)

<sup>2</sup> Obtained by multiplying the daily average by 7.

Table 3.—Wage Rates of Able Seamen and Method of Determination<sup>1</sup> in Principal Maritime Countries, November 1935

Country	Method of wage determination <sup>2</sup>	Monthly wage rate <sup>3</sup>	Country	Method of wage determination <sup>2</sup>	Monthly wage rate <sup>3</sup>
Australia.....	Arbitration awards and agreement.	\$64. 26	Italy.....	Collective agreement. <sup>10</sup>	\$34. 25
Belgium.....	Collective agreement.	* 28. 12	Japan.....	do.....	10. 04-11. 48
Canada.....	Individual.....	44. 50	Netherlands.....	do.....	54. 32
China.....	do.....	( <sup>9</sup> )	Norway.....	do.....	35. 56
Denmark.....	Collective agreement.	* 18. 39	Soviet Union.....	do <sup>11</sup> .....	( <sup>12</sup> )
Finland.....	do.....	* 21. 23	Spain.....	Individual.....	25. 84
France.....	do.....	* 38. 61	Sweden.....	Collective agreement.	38. 45
Germany.....	Regulations <sup>9</sup> .....	41. 41	United States.....	Collective agreement and arbitration. <sup>13</sup>	* 57. 50
Great Britain.....	Collective agreement.	40. 75	Yugoslavia.....	Individual.....	18. 36
Greece.....	do.....	23. 30			
India.....	Individual.....	12. 98			

<sup>1</sup> Compiled from data collected by the International Labor Office. There is only approximate uniformity in the classification "able seamen."

<sup>2</sup> "Collective agreement" signifies contracts negotiated by one or more shipowners and one or more unions of seamen. "Individual" indicates that rates have been set through arrangements between individual seamen and their employers.

<sup>3</sup> Converted into United States currency at exchange rate on Nov. 1, 1935. This can be considered only approximate since in practice wages are spent partly in the currency in which they are paid and partly in various foreign currencies. Seamen also receive food and accommodation. In some cases this is provided by an allowance above rates specified. Overtime rates may somewhat alter actual earnings but could not be included here. Social insurances are substantial in some countries and represent, in effect, additional payments.

<sup>4</sup> An additional and increasing allowance for children not yet of school-leaving age is added.

<sup>5</sup> No adequate data available. The prevailing rate is probably slightly lower than that paid by Japanese shipowners.

<sup>6</sup> For September 1935, the rate fluctuates with changes in the index of the cost of living.

<sup>7</sup> Although exchange rates on the open market would lower this figure, seamen are given favorable exchange rate of 200 Finish marks to the pound sterling.

<sup>8</sup> In practice this rate is usually exceeded because of the prevalence of overtime. An additional and increasing allowance is made for children not yet of school-leaving age.

<sup>9</sup> Collective regulations issued under the National Labor Regulation Act of Jan. 20, 1934. With slight modifications, these continue the wage scales established by collective agreement in 1932.

<sup>10</sup> Collective agreements negotiated between the National Federation of Shipowners and seamen, respectively.

<sup>11</sup> A general agreement concluded between the central committee of the Sea Transport Workers Union and the Commissariat for Water Transport.

<sup>12</sup> Because of the extreme variation in the value of the ruble, these earnings have not been included.

<sup>13</sup> Both collective agreements and arbitration awards have formed the basis of regulations in different branches of the shipping trade.

<sup>14</sup> For dry-cargo and passenger ships from East coast and Gulf ports. A higher rate was paid on tankers of these ports and a still higher rate on the Pacific coast.

Table 4.—Gross Tonnage of Merchant Ships of Principal Maritime Countries, 1934-1935 <sup>1</sup>

Country	Gross tonnage <sup>2</sup> of merchant ships		Country	Gross tonnage <sup>2</sup> of merchant ships	
	All sea-going (000 omitted)	"Foreign" <sup>3</sup> (000 omitted)		All sea-going (000 omitted)	"Foreign" <sup>3</sup> (000 omitted)
Great Britain.....	* 15,727	* 15,000	Sweden.....	1,433	1,393
United States.....	* 10,538	* 5,000	Denmark.....	1,065	1,002
Norway.....	3,783	3,728	Soviet Union.....	903	(?)
Japan.....	* 3,539	(?)	Spain.....	1,067	(?)
Germany.....	3,449	(?)	China.....	425	131
Italy.....	* 2,677	(?)	Finland.....	414	409
France.....	2,827	2,586	Australia.....	353	41
Netherlands.....	2,397	2,190	Yugoslavia.....	329	318
Greece.....	1,736	1,697	India.....	154	* 4

<sup>1</sup> Compiled from data collected by the International Labor Office and including 18 of the 20 countries from which the I. L. O. secured data. Statistics for Canada and Belgium cannot be similarly classified. Some of this material was published in a preliminary form by the I. L. O. in its Maritime Statistical Handbook, November 1935. The volume will be revised and publicly released for the October 1936 maritime session of the Conference.

The dates for the data vary so greatly that material is only roughly comparable.

<sup>2</sup> Gross tonnage of all mechanically propelled seagoing ships over 400 tons gross, unless otherwise indicated, but in each case excluding fishing.

<sup>3</sup> That is, seagoing not engaged in coastal trade.

\* Ships of 500 tons and over.

<sup>4</sup> This is an approximation made necessary because the figures of the Board of Trade are not the same as those supplied by the Charter of Shipping.

<sup>5</sup> This is an approximation made because tonnage of tankers in foreign trade is not given nor tonnage of other vessels that gross between 500 and 1,000.

<sup>6</sup> Data not given in such form that it can be included in this table.

<sup>7</sup> Include all ships above 100 tons gross.

<sup>8</sup> Other ships may engage in temporary foreign shipping.

## Collective Bargaining in the Glass Industry, 1935-36

OUTSTANDING in the history of industrial relations in this country is the contractual relationship between organized workers and organized employers in the glass industry. The duration of the relationship is less unusual than the fact that the agreements are negotiated on an industry-wide scale by parallel organizations of workers and employers.

In spite of technological developments devastating to the craft distinctions on which their organizations were originally based, glass workers have been able to maintain the machinery necessary for the negotiation of these national agreements. Formerly the glass industry was characterized by highly skilled craftsmen, able to maintain favorable contracts by utilizing the bargaining advantages intrinsic to occupations with long training periods and high requirements. As the industry became mechanized these advantages disappeared with the skills on which they were based.

Although in many cases the coming of machines at first weakened or destroyed the organized strength of the workers, the unions met the new conditions of production with new procedures of organization. In the glassware and glass-container branches of the industry the unions made the adjustment by broadening the base of organization. The American Flint Glass Workers' Union has jurisdiction over workers in glassware, while glass-container workers are covered by the Glass Bottle Blowers' Association of the United States and Canada. In window and plate glass only one of the several skilled craft unions, the Window Glass Cutters' League of America, survived the disruptive influence of a changing technology. All other workers in this division of the industry are covered by a new union, the Federation of Flat Glass Workers of America, organized in 1934. The collective bargaining machinery and the agreements of each of these four unions are discussed in turn, in the present article.

### American Flint Glass Workers' Union

FOR more than half a century this union has had an industry-wide agreement with the National Association of Manufacturers of Pressed and Blown Glassware. Due to changes in production methods, one department of glassware manufacture came to be covered by a differ-

<sup>1</sup> Article prepared by Helen S. Hoeber of the Bureau's Industrial Relations Division.



nt association and for the past 20 years the section of the agreement for that department has been signed separately with the Glass Bottle Manufacturers' Association. The current agreement covers about 500 workers and 236 companies. It went into effect the first Monday in September 1934 and was renewed at the 1935 conference until September 1936, with virtually no change.

In July of each year the national officers and executive committee members of the union for each department meet in joint conference with the employers' representatives to negotiate the agreement for the ensuing year. In order to be discussed at the conference, proposed changes in wage rates must be exchanged by May 1. The preliminary conference, formerly held in March of each year, has been discontinued.

The agreement is subdivided into 21 sections covering the various departments of glassware manufacture. Most of the sections contain the provision, first adopted in 1922, that each department of the industry is to be governed only by "the rules adopted by the manufacturers and workers in conference, and mutually accepted factory rules." The agreement contains many provisions governing working conditions, defining work, and others of a highly technical nature. Aside from these, the more important are the following:

*Wages and hours.*—Detailed piece-work price lists are drawn up for each of the departments except four. Two of these excepted departments have a flat hourly minimum of 75 cents, and one a \$25 weekly minimum for a 40-hour week. The fourth department has a 60-cent hourly minimum for day workers, but piece-work rates are also set, with the provision that piece work yielding less than a specified minimum is to be paid for as day work. In all departments, when new work is undertaken, rates are set by a joint commission pending the next conference.

Since 1934, a 40-hour week has prevailed in most of the departments, the 40 hours to be worked in 5 days if possible. If more than 38 hours have been worked by Saturday (emergency and overtime excluded), no Saturday work is permissible. Otherwise the Saturday closing time is noon. Overtime work in these cases is optional with the employees. A few departments have an 8-hour day with no weekly maximum. Three sections have a 40-hour maximum, averaged over a specified period, with no more than 48 hours of work permitted in any one week. One of these sets 4 hours as the maximum overtime for a single day except in cases of extreme emergency. Overtime must be paid for at time and a half in three departments of the industry, with double pay in one of these for work on the 2 off days when the plant operates continuously for 12 days.

*Regulation of the labor market.*—Under this agreement a preferential union shop is the rule. The first provision under most of the sections is as follows:

The right of the manufacturer to hire and discharge employees is acknowledged and it is understood that when workmen are hired that members of the A. F. W. U. shall have the preference. When no competent union labor can be procured, labor can be drawn from any source.

Only a few sections of the agreement specify the time limit within which the union must furnish men. Some require that union men apply for employment to the manufacturer.

A week's notice is required of the manufacturers whenever it is necessary to reduce the force or to make needed changes. The same period of notice is required of employees before quitting work. Causes for discharge are specified as drunkenness, incompetence, neglect of work, and violation of acceptable factory rules, and in such cases the customary notice is not required. No member may receive a card from the union permitting a change in place of work unless it is properly certified that he has either worked his week's notice or has been released by the company.

Since 1919 the general rule has been that there are to be no lay-offs during the slack season, but that the work is to be divided equally among the employees. When it is necessary to make a permanent reduction in force the employer may select, without discrimination, those he wishes to retain. Workers laid off, however, have preference if the force is subsequently increased.

Regulation of apprenticeship occurs in 8 sections of the agreement. The number of apprentices permitted are specified as a proportion of journeymen employed or of specified machinery. The term of apprenticeship varies from 1 to 5 years. In one department the apprentice must be at least 16 and in two between 16 and 24 years of age. Two specify a certain time during the apprenticeship at which the apprentice must join the union. Apprentices leaving their jobs during the period of apprenticeship cannot be taken on in any other shop.

*Holidays and vacations.*—Six holidays for the United States and five for Canada are specified in the agreements. If the holiday comes on Sunday, the following day is to be observed.

The provision for 2 weeks' vacation is a unique feature. Longer vacations are permissible with the management's consent. Vacations must be taken during the period from the last Saturday in June to the last Saturday in September and not more than one-fourth of the workers in a plant may be on vacation at the same time. Each worker is to have at least a week's notice of the time set for the beginning of his vacation. If the plant is to be completely closed for a time, the shut-down should begin the last Satur-

in June if possible. A universal summer stop of 2 weeks at this time is recommended in the agreements, but the employment conditions of the last 6 years make it impossible to estimate how prevalent this practice is.

*Disputes.*—The "Star Island" agreement, in effect since 1903, provides that in case of grievances or disputes as to interpretation of the agreement, the matter is to be settled, if possible, within the plant through the agency of shop committees. Otherwise the matter is referred to a manufacturers' and workers' committee. Pending a decision by this body, which is binding, there is to be no stoppage of work by either party. The union agrees to assist manufacturers in securing substitutes for workers violating this provision.

#### Glass Bottle Blowers' Association of the United States and Canada

A NATIONAL agreement has governed relations between workers and employers in the glass-container industry for nearly 50 years. Until the early part of this century, glass blowers were among the most highly skilled craftsmen in industry. These workers bargained with their employers from the vantage ground of skill, and safeguarded that skill by strict regulation of apprenticeship. With the advent of automatic and semiautomatic machines their craft skill disappeared and work in the glass-container industry was gradually reduced to machine-tending. The disintegrating effect on the union was counteracted by removing the craft requirement for membership and the old apprenticeship requirements.

The first national agreement was signed in 1890 when the Glass Bottle Manufacturers' Association was formed. Since 1924 there has been no trade association, the agreement being negotiated and signed by a national committee of 12 representing virtually all the manufacturers in the industry. The present agreement covers about 6,000 workers and 80 companies. This does not include the neon and miscellaneous departments, agreements for which are negotiated locally with individual employers.

The national agreement is negotiated in August of each year at a joint conference of the executive board of the union and the manufacturers' committee. The term of the current agreement is from September 1, 1935, to September 1, 1936. Refusal to meet in annual conference is a violation of the contract. Sixty days' notice of proposed changes must be given before the conference. No proposal is embodied in the contract unless the vote is unanimous, and no change in rules or wage rates may be made except by joint conference.

*Wages and hours.*—Although a 6-day week is specified in the agreement, operators may work on Sunday when it is necessary to put their machines in order for the coming week. Daily or weekly maxi-



mun hours are not provided in the agreement, but most of the plants operate under a 36-hour week. The minimum hourly rate for machine operators is 75 cents, with pay at the rate of \$1.12½ per hour for Sunday, holiday, and overtime work. The minimum wage in the neon department is from \$1.10 to \$1.50 per hour, with time and one-half for overtime and double time for Sundays and holidays.

*Regulation of the labor market.*—The section of the agreement regulating the hiring of workers is as follows:

The right of the managers to hire and discharge employees is acknowledged, but it is understood when an operator is to be hired, he shall be a member of the Glass Bottle Blowers' Association, providing said association shall be able to furnish experienced or satisfactory operators, and in case it is not, then help may be drawn from any source, at the option of the manufacturer, and any operator so put up shall at the end of 6 months be taken into the association.

An employee desiring to quit his job must give 5 days' notice before stopping work, and similar notice is required for discharge.

Except in the neon department, permits may be issued to apprentices "when the condition of the trade warrants." In neon work the regulation is more detailed, provision being made for a 3-year term and a minimum entrance age of 18 years. As many apprentices as desired by the employer may be taken on if the union is unable to supply the necessary workmen.

*Holidays and vacations.*—Five holidays are listed in the agreement. If any of these falls on Sunday, the day designated as a legal holiday is to be observed. In addition, a 2-week vacation is granted each worker during the period from June to October. The time of the vacation is to be arranged with the employer so as not to interfere with the full operation of the plant.

*Disputes.*—Since 1902, a unique method of settling grievances and disputes has been in effect. The union president has full authority to decide all such matters referred to him and his decision is binding until the next conference. If his decision is appealed, notice must be given both parties within a specified time. There is to be no cessation of work pending adjustment of such cases "unless on instructions of the executive board of the Glass Bottle Blowers' Association."

It is interesting to note in this connection that only five men have been president of the union since 1891. One man's term of office lasted from 1896 to 1917 and it was during this period that the president was given authority to settle disputes. Undoubtedly the stability of tenure in office in the union was an important factor in leading both parties to rely on the union president for this work rather than to adopt the more usual procedure of an impartial arbitration.

#### Window Glass Cutters' League of America

THE window-glass cutters have nearly as long a record of organization as workers in glassware and glass containers. As early as 1880

and until 1896, a national agreement was in effect for cutters, then organized under the Knights of Labor. The several succeeding organizations had no industry-wide contracts until the 1917 agreement of the Window Glass Cutters' League. At present two very similar agreements are negotiated, one signed by the Independent Fourcault Window Glass Manufacturers and the other by individual companies in the three processes of flat-glass manufacture.

The executive board of the union is the negotiating wage committee. There must be full representation of the executive board in all joint conferences with manufacturers. Each agreement provides that the terms do not become binding unless identical agreements are signed before a specified date "with all other window-glass manufacturers whose plants are in operation and employing cutters who are members of the league." The current agreements, effective December 15, 1935, may be terminated after October 15 of this year on 60 days' notice, or on 30 days' notice at any time if the window-glass tariff is revised. If such notice is given, the wage committees of both parties must meet not less than 15 days before expiration of the notice in order to negotiate a new agreement.

*Wages and hours.*—The union guarantees to maintain an equal scale for all members, wherever employed. In addition to a detailed piece-work price list, an hourly minimum of \$1.05 is provided for cutters on day work or work on cutting machines. Cutters acting temporarily as inspectors are to receive their regular rate of pay, but not less than \$1.10 an hour. In the association agreement a wage rate for inspectors is set, \$46.20 for a 40-hour week averaged over a 2-month period.

Since piece work presumably yields higher returns to the workers, of especial importance is the provision that, unless otherwise agreed by the company and the chief preceptor (head of the local union), machines must not be "favored with specially selected glass or orders other than those normally available and given to hand cutters." Furthermore the manufacturers agree "to avoid any unwarranted expansion in the use of cutting-machine equipment, especially should curtailed production become necessary, and in general, to avoid an undue reduction in the amount of glass available for hand cutting."

All union dues, fines, and assessments are to be deducted by the companies from members' pay and forwarded to the national secretary-treasurer at specified times.

Hours of work are limited to 36 hours a week and 8 a day. Overtime is averaged over a 2-week period. Starting and closing time is to be set in each factory jointly by the workers and manufacturer.

*Regulation of the labor market.*—Of paramount importance in these agreements are provisions designed to regulate hiring and firing.

The signatory companies agree to hire only union cutters and the union agrees to man all factories with competent workmen.

Available work is to be divided equally, although "the company does not guarantee to distribute the work among cutters so that the earnings of each cutter may be identical." To this end, extended records of earnings are made available to the chief preceptor so that he and the boss cutter together may allocate the work on a "fair basis."

When a reduction in force is necessary, seniority shall be the criterion for lay-offs when competence is not involved. For reemployment after lay-off, length of service and competence are to be given due consideration.

Unless released by the company, a week's notice of intention to quit is required. Similarly the company must give a week's notice before discharge. It is provided however that, "No preceptor, executive-board member or wage-committee member shall be discharged except for willful neglect of work or incompetency and in such cases, notice shall be given through the president [of the union]."

The national constitution imposes a fine on any member who submits to a physical examination as a condition of employment, adding that this is not to conflict with the laws of the State. Consequently, in the agreement signed by individual companies, provision is made for physical examination of new employees "due to laws imposing compensation insurance upon industry, and because of the company's policy which provides group-life and health-and-accident insurance." Age or slight physical deficiency, however, is no ground for exclusion from employment if the member is able and willing to do a fair day's work and if a physical examination shows health and life will not be endangered or that the member will not be an undue liability to the company. Furthermore a physical examination after lay-off or sickness shall not be used to discriminate against any individual.

The union is granted full control of the apprentice system and agrees to furnish a sufficient number to take care of production. It is provided that the company may not employ an apprentice without the consent of the preceptor; otherwise, apprenticeship is regulated through the constitution and bylaws of the Window Glass Cutters' League. Applications for apprentices must be made in writing by a union member in good standing. If the application is accepted by two-thirds of the local union's members, a local apprentice board investigates and makes recommendation to the local. If approved by a two-thirds vote, the application is forwarded to the national president and the executive board; they have sole authority to grant application certificates. No application may be granted a member who has not been a journeyman cutter for 3 years nor may a cutter



make a son as apprentice except once every 3 years. The national president and the executive board determine the percentage of apprentices in relation to journeymen, but no applicant may hold a position if a journeyman is unemployed. The applicant must be between 18 and 25 years of age when starting the apprenticeship and must serve 3 years, subject to the action of the executive board.

An applicant for membership in the union who has learned the trade in a foreign country is investigated by a local committee appointed by the president if satisfactory to the executive board. If accepted by the committee and the national union, he must pay an initiation fee of \$200 before starting work.

*Holidays.*—Six holidays are specified in the agreement, the following day to be observed if any of these falls on Sunday. Fines for holiday work are provided in the constitution, with suspension for the third offense. Sunday work is not permitted nor is work on Saturday, except that cutters may work until noon Saturday when a holiday falls on Sunday or Monday.

*Disputes.*—The chief preceptor is to take up any grievance referred to him with the boss cutter, who is to investigate immediately and try to make a satisfactory adjustment. If the matter cannot be settled through the preceptor and the local grievance committee, the national president is to be consulted.

#### Federation of Flat Glass Workers of America

THE Federation of Flat Glass Workers was organized in 1934 by the Window Glass Cutters' League which wanted all workers in window- and plate-glass factories organized but decided not to take them into the league. The new union covers all workers in this branch of glass manufacture except the cutters. Their agreements and machinery for collective bargaining parallel those of the Cutters' League and the same manufacturers sign both sets of agreements. Nearly 20,000 workers are covered by the agreement with the Independent Fourcault Window Glass Manufacturers and by the two agreements signed by individual companies.

The union is represented in negotiation by the national officers and the wage committee elected for each division of the industry. An agreement does not become binding until accepted by each of the union representatives. The current agreements are for a 1-year term, the association agreement expiring January 31, 1937, and the others November 1 and December 16, 1936. In the two signed by individual companies, required notice must be given of intention to discontinue or modify the agreement and a joint meeting must be held within a specified time before the expiration date.

*Wages and hours.*—A wage scale providing occupational differentials is established by the agreements. When an employee is trans-

ferred temporarily to other work paying a different rate, he is to receive whichever rate is higher. In the association agreement, it is also specified that the hourly minimum shall be 50 cents, except in the case of women in one company. In another, however, there is a provision granting the same pay to men and women for "substantially the same work." Manufacturers in the association further agree to hire no learners or other workers except at the regular scale of wages. If employees are ordered to report to work at a certain time, pay must begin at that time. If no work is available, at least 2 hours' pay must be given.

The companies signing the two independent agreements agree to cooperate with representatives of the workers in bringing about a better understanding of the bonus or incentive systems and to consider proposed changes. Bonus rates are to be posted at all times and earnings posted as soon as possible after the work is performed. All changes are to be discussed with the industrial relations committee (composed of the local president or vice president and four other union members) before being put into effect. In one agreement the company guarantees "base rates" under the incentive system and in the other the following provision is made:

The company will not reduce the total bonus earnings now paid out, using the experience of the past 6 months as a measure, but will only establish, with the full knowledge of the committee, such modifications of rates as will provide equitable application of bonus among the majority of the employees in each factory.

According to the agreement, the manufacturers' association undertakes to classify occupations, or appoint a committee to do so, for the purpose of establishing uniform rates and determining the number of employees required for the efficient operation of the various departments. The findings of this survey are to be incorporated in the 1937 agreement, or sooner if mutually satisfactory.

The wage scale established in one agreement may be reopened for discussion if there occurs "a radical change in currency values such as would make necessary a material readjustment in the national currency."

Thirty-six hours is the "normal" weekly maximum under these agreements. There is no maximum set for maintenance and repair men, but they and all other workers are to receive overtime pay after 42 hours a week, 6 days in any 7-day period, and 8 hours in any 24. The overtime rate is time and a half. Workers in continuous processes, however, must work in 6-hour shifts for 42 hours a week. When shifts rotate, they may work one additional shift without receiving the overtime rate. An exception is also made for peak periods of production, to permit a 48-hour week and an 8-hour day during 7 consecutive weeks in each 6 months of the year. When the increased

ours are to be put into effect, the need for such change must be explained to the industrial relations committee.

*Regulation of the labor market.*—In the association agreement, union members are to be given preference "for continued employment and in the hiring of new men for such jobs and occupations as are now being manned by members of the federation." The others have no such requirement, but a "7a clause", as follows, is the first provision in all three agreements:

The Federation of Flat Glass Workers of America is herewith recognized as the collective-bargaining agency for those employees who are members thereof. The company recognizes the right of their employees to be members of the federation and there shall be no discrimination by foremen, superintendents, or any other person in the employ of the company against any employee because of membership in the federation. Members of the federation shall be free from interference, restraint, or coercion on the part of the company or agents thereof. No official of the company or agent will in any way interfere with the right of employees to become members of the federation.

The company is granted the right to select and discharge its employees, furnishing in writing the reason for discharge or lay-off on request. The right is limited in the association agreement by the section giving preference to union members and in 2 agreements by a provision that local presidents, vice presidents, or members of the union wage committee may be discharged only for neglect and incompetency. In case such a person is to be discharged, the national president of the federation must first be notified. This provision does not exclude union officers or representatives from lay-offs due to curtailed operations. No discharge may be made without "just cause" and if investigation proves that an injustice has been done, the worker is to be reinstated with back pay. In the association agreement, 3 days' notice must be given before quitting or discharge.

In times of curtailed production, work is to be divided "upon a reasonably equitable basis" among those retained in the job in each department. Regulation of possible reduction of staff due to "speeding up" is provided in the association agreement by the following section:

The company will give consideration to such increased work as may be imposed upon employees by increases in production speeds or operation of an increased number of machines, and will cooperate with the industrial relations committee in studying and working out agreements covering the number of employees to be used for various operations throughout the plant, so as not to impose hardships on the employees.

Lay-offs and reemployment after lay-off are determined on the basis of seniority, competence being equal. If seniority is equal, "family status shall also be considered."

Promotions, too, are governed by seniority. A promotion schedule is to be set up in each department by the management in cooperation



with the industrial relations committee. When a vacancy occurs the person in charge must secure a list of available applicants from the office. These lists are drawn up from the company's individual service records for each employee and from a list furnished by the union of members available and qualified for the various occupations. In two agreements it is specified that promotions are not limited to the department in which the vacancy occurs. Applications for transfer must be made in writing. If the employee is transferred and qualifies for the position, he cannot return to his former department except at the bottom of the line of promotion.

One of the individual company agreements has a provision regulating physical examinations which is similar to that in the cutters' agreements. Examinations are provided for all new employees and for others "from time to time." If the examination shows that a transfer would be beneficial from the standpoint of health, the employee may be consulted and the transfer made. The examination is not to be used to discriminate against any employee after lay-off or sickness and, if discrimination is alleged, the matter will be reviewed by the company and the industrial relations committee.

*Holidays.*—Except for essential repairs and in continuous processes, work on Sundays and 6 specified holidays is to be avoided as far as possible. When work must be done on these days, workers under 2 agreements receive the overtime rate of pay.

*Disputes.*—Various provisions assure that the company will meet with representatives of the workers to discuss matters of mutual interest and "with the object of reaching a satisfactory understanding." In general the aggrieved employee reports to the shop grievance man (appointed by the union), who then takes the matter up with the foreman. Under the agreements signed by individual companies the employee may first see his foreman, with or without the grievance man. Complaints concerning discharge must be filed within 48 hours or the case is considered closed. If this procedure fails to secure an adjustment, the local president or vice president is notified and either he or the entire industrial relations committee then tries to settle the matter with the plant superintendent. If this fails, the general president of the union is called in and takes up the case with the general management.

Although the industrial relations committee meets each month with representatives of the company to adjust grievances and complaints, special meetings may be held at any time to discuss urgent cases. Every effort must be made to expedite adjustment. Minutes of these meetings are kept and "any rules or regulations agreed upon and not in conflict with the terms of this agreement shall be put in

...writing \* \* \* to be used as a guide for future reference in settling disputes or grievances." Employees may be called from work by or at the request of the union in order to facilitate discussion of the case. Workers so called or serving on the committee shall suffer no loss of time. Access to plants during working hours is granted the general president, his representatives, and the local president or vice president. In two agreements, the shop grievance man must accompany any company representative who contacts an employee or group of employees in investigating a grievance.

No strike is to be called until the national president of the union has a full statement of the case and has conferred with the general management of the company to determine if the grievance is actually a violation of the agreement.

## Consumers' Cooperation in California, 1934-35<sup>1</sup>

IN AUGUST 1935 there were 210 consumers' cooperative organizations in California, having an estimated membership of 51,000.

The most common types were the cooperative stores and the buying sections of self-help organizations. It was estimated that the total business done by cooperative stores in the State during the first months of 1935 amounted to over \$225,000.

The number of the various types of consumers' cooperative societies studied and the total number known to be operating, together with their membership in the summer of 1935, are shown in table 1.

Table 1.—Number and Membership of Consumers' Cooperative Societies in California, Summer of 1935, by Type of Society<sup>1</sup>

Type of society	Societies surveyed		Total societies	
	Number	Member-ship	Number	Estimated member-ship
All types of societies.....	145	31,650	210	51,000
Consumers' retail stores.....	50	6,700	56	7,000
Students' associations.....	19	20,000	31	35,000
Boarding houses.....	4	400	5	400
Miscellaneous.....	3	550	3	550
Self-help units with purchasing sections.....	69	4,000	115	8,000

<sup>1</sup> Agricultural supply associations handling consumers' goods are not included, because no special survey was made of them and statistics on them are very incomplete. There were, however, at least 5 such groups with a minimum of 2,000 members.

### Cooperative Stores

THE first cooperative store in California was opened in San Francisco in the latter part of 1867. Up to 1900 there were only a few such stores, but from then until 1910 the number increased rapidly. The centralized system of the Pacific Cooperative League, formed in 1913, resulted in a mushroom growth during the next few years, a large part of which disappeared upon the failure of that organization in 1921-22. By 1925 there were only 12 societies in the State and by 1929<sup>2</sup> the number had been reduced to 5. During the depression,

<sup>1</sup> The data on which this article is based are from a field study carried out, under the supervision of Clark Kerr, as a research project of the California Emergency Relief Administration. (California. State Emergency Relief Administration. Office of Coordinator of Statistical Projects. Handbook of Consumers' Cooperatives in California. San Francisco, 1935. (Mimeographed.)) The working papers, forms, etc., used in the survey may be obtained from the Coordinator of Statistical Projects, California Works Progress Administration, 49 Fourth Street, San Francisco.

<sup>2</sup> Data as to consumers' cooperative societies in California in 1920, 1925, and 1929 are published in U. S. Bureau of Labor Statistics Buls. Nos. 313, 437, and 531.



However, interest in consumers' cooperative purchasing revived, and in 1935 there were 56 cooperative stores reported, all but 4 of which had been organized since October 1934.

#### Number and Membership of Stores

The membership of 51 of the 56 cooperative stores doing business in August 1935 was reported as 6,708, indicating a total State membership of about 7,000, as compared with 670 members and 4 stores the year previous. In addition 38 societies were in process of organization during August 1935. Besides those in business at the time of the survey, 26 stores were known to have been organized after November 1934 which had been discontinued after operating a short time.

The membership of the average cooperative in California was found to be unusually small, possibly because of the short period of operation. Of the groups reporting membership, 52 percent had fewer than 50 members, and 94 percent had fewer than 300. Only 1 society had more than 700 members, but it had 1,400. In general, the stores with the larger membership appeared to be in the medium-size towns, while the largest and smallest stores were both in the larger cities.

#### Characteristics of Store Societies

The largest proportion (28 percent) of the cooperative stores were in towns of 2,400 to 10,000 population, almost as large a proportion (24 percent), however, being in cities of over 100,000. Los Angeles County was the hub of the movement, having 39 societies and over 3,000 members. Three other counties—San Diego, Alameda, and Madera—had more than 1 society. Nearly 95 percent of the total membership was in the societies of these 4 counties.

The stores began business with unusually small capital, the average for those reporting on the subject being \$355 and the range for individual stores being from \$6 to \$7,800. Membership fees were the most common source of capital reported. Share capital represented over half (53 percent) of the total initial capital of all the stores, while membership fees represented over one-third (37 percent).

Staple groceries were handled by all of the stores studied, and bakery goods and fresh milk were also carried by a majority of them. One-half of the stores handled fresh meat and one-fourth carried vegetables. Other commodities sold by a small number of societies were clothing, gasoline and oil, automobile and household supplies, tobacco, and hardware. A few of the organizations provided services of some kind, such as cleaning and tailoring, and repairing of automobiles, watches, shoes, and radios. Other service societies included a laundry, a barber shop, a beauty parlor, and a library.

While the California consumers' stores had certain basic principles in common, only 35 societies reported that they had adopted the Rochdale system of cooperation.

Half of the cooperative stores in the State violated one or more of the commonly accepted policies of the Rochdale system, which are (1) Open membership; (2) dividends on basis of purchases; (3) fixed interest rate on capital; (4) 1 vote per member; (5) refusal of credit and (6) sales at retail prices. Most of them complied with the first four policies. A few societies limited their membership in fact, if not in policy, to members of a certain political group; and one or two allowed additional votes to fully paid-up members if their purchases amounted to more than a given sum. Others were operating on the so-called "Belgian plan" and were saving their surplus for expansion, education, and productive purposes; these did not contemplate the return of any patronage rebates.

Six of the societies extended short-term credit to members, to tide them over the interval between harvesting of crops and receipt of pay therefor, in times of temporary unemployment, or in other emergencies. While 32 groups (64 percent of the stores studied) sold at current retail prices, 18 (36 percent) sold at cost plus fixed charges—generally 10 percent—to cover expense of distribution.

#### Business Methods and Sales

Sixty percent of the cooperative stores bought their supplies individually, 30 percent used cooperative wholesale facilities, and 10 percent bought in conjunction with other individual groups. About half of the societies endeavored to secure through barter the products of self-help cooperative groups.

From October 1934 onward the stores had done a steadily increasing business. From January to July 1935 the amount of business done increased from \$10,000 to \$45,000; in the following 3 months the increases were small, due to the summer slack season. The total business transacted by the stores reporting on the subject and the estimated total business done by all the stores in the State, each month from October 1934 to July 1935, are shown in table 2.

Table 2.—Total Amount of Business per Month of Consumers' Cooperative Stores in California, 1934-35<sup>1</sup>

Date	Stores reporting		Total stores in State	
	Number	Amount of business	Number	Estimated amount of business
<b>1934</b>				
October.....	1	\$5,724.97	3	-----
November.....	2	5,768.34	5	-----
December.....	3	6,307.97	6	-----
<b>1935</b>				
January.....	11	8,114.27	14	\$10,327.24
February.....	6	7,840.20	23	30,077.10
March.....	12	10,436.09	32	27,829.44
April.....	27	19,700.52	40	29,186.00
May.....	32	28,112.09	46	39,411.00
June.....	42	35,529.96	55	42,598.00
July.....	30	23,299.30	50	45,821.70

<sup>1</sup> Includes only stores operating in August 1935.

The average amount of business per store per month for a group of stores, based on fairly complete records for 6 months, was about \$560, or \$4.10 per member. In July, based on estimated total figures for the State, it was about \$775 per store, or \$6.20 per member. The average monthly business for individual societies for the last 4 months covered by the study ranged from \$1,200 to \$6,560.

Distribution costs seemed to be increasing, due in part to the replacement of voluntary workers with paid employees, and to the renting of better store buildings. In May 1935 the operating expenses represented 11.6 percent of all expenditures, in June 14.4 percent, and in July 15.1 percent. The operating costs of 24 stores in July 1935 were distributed as follows:

	Percent
Distribution expenses.....	15.1
Salaries.....	6.8
Rent and utilities.....	6.4
Taxes and interest.....	.8
Education and organization.....	.8
Miscellaneous.....	.3

Because of the short time the stores had been in operation, few of them had declared dividends on purchases. Six stores, however, had paid dividends averaging 3.5 percent of sales. One of the older cooperative stores, for which complete figures for 7 years were available, had returned dividends ranging from 2.3 to 3.9 percent annually and averaging about 3 percent.

#### Employment Policies

While detailed information concerning employees and employment policies was not available, reports on the subject showed that 25 stores had paid managers and 11 had unpaid managers. Stores having the equivalent of 110 full-time employees reported that 78.2 percent of them were unpaid workers. The larger stores, however, generally hired union workers at union wages. Only one store reported average monthly sales per clerk; these amounted to \$1,500.

Most of the stores were open 6 days a week, but four were open for 7 days and four for 3 days or less; 50 percent had a 10-hour day, 20 percent an 11- or 12-hour day, and the others a shorter day.

#### Other Activities

The consumers' cooperative stores in California had other lines of endeavor in addition to their commercial activities. Thirty-one societies engaged in educational work; 25 in social activities; 11 in small-scale production of commodities; and 2 in politics.

The educational work generally consisted of discussion groups and classes in cooperative methods and policies. Classes had been or-



ganized in Oakland and Los Angeles under the emergency educational program of the F. E. R. A. to serve several societies. Cooperative information was also disseminated through publication of news sheets, and in one instance a regular newspaper. Efforts to educate the community in cooperative methods, by house-to-house solicitation, speeches, and free literature, were reported by 15 societies.

"Production for use" and self-employment had been the objectives in the organization of many of the groups, yet in August 1935 only 11 societies were actively engaged in production, mainly because of lack of capital. Farm products were produced by six groups and fruit by three. Other products were relishes, bakery products, clothing, jams, honey, pickles, furniture, ink, soap, tooth powder, and wood. The commodities were sold to members, to other cooperatives, and in two cases to a cooperative wholesale.

#### Federated Societies

Several groups of stores were united in federations or central organizations. Six small but active stores in Los Angeles County, with 700 members, were grouped in a federation under the name "Associated Production for Use Stores." All of the constituent societies operated on a cost-plus basis, believing that immediate savings were more desirable than the prospect of future dividends. The methods of operation of the federation were businesslike, according to the report, and it had made the movement widely known in southern California.

Another group of stores had been organized by The American Unit, a central organization composed of a single member and not truly cooperative. Only six of about a dozen stores thus organized were active at the time of the study. The organization was operating on what has been called the "chain-store" plan, with the central organization doing the buying for the local stores, which sold at cost plus 10 percent, one-third of the service charge going to the central organization. It was stated that a democratic federation would be organized when 7 stores had been operating for 60 days.

A loosely knit federation of independent stores in Los Angeles County was organized early in 1935 for educational purposes and was sponsored by the southern division of the California Cooperative Council.<sup>3</sup> The Cooperative Wholesale Association of Southern California was authorized by this federation. Fourteen groups had paid part of their affiliation fees, and three times that number had made some purchases through the wholesale. It sold at current wholesale prices and carried a fairly wide variety of goods—clothing, fruits and vegetables, and groceries. The federation had helped

<sup>3</sup> Organized Jan. 6, 1935, by representatives of various liberal movements in southern California. A northern division was formed shortly after the southern group organized but has not been so active.

the smaller societies by enabling them to buy a wider variety of goods, by its delivery service, and by barter arrangements with self-help groups. It had not, however, had the support of the larger cooperatives in the county, due to the fact that they felt it had been organized from the top down instead of being a spontaneous growth of the local societies. Its purchasing power was not yet large enough to secure lower prices than could be secured from private wholesalers.

#### Community Opinion

Community opinion in California regarding the consumers' cooperative societies was apparently favorable for the most part, it was ascertained by a survey of nearly 3,000 nonmembers in a dozen communities from all economic classes and a special survey of over 1,500 relief clients.

About two-thirds (66.4 percent) of the citizens expressing their opinions of the cooperatives were favorable to them, 21.5 percent were opposed, and 12.1 percent were indifferent. Most of the opinions expressed were not very decided, as few seemed to have much knowledge of cooperative societies. Those favoring them did so generally because they thought the societies saved money for their members. Belief that the societies injured private business or that there were already too many stores accounted for most of what opposition there was. Indifference was due either to the fact that the persons did not know much about the cooperatives or were not interested.

Trades and transportation employees and laborers were the principal advocates of the societies, while housewives and professional people were apt to disapprove of them. Opinion favorable to the cooperatives was greatest among residents of small towns and of the working- and middle-class sections of the cities.

Relief clients, it appeared, were more favorable to the cooperatives than citizens in general, 82 percent of those interviewed being favorable to them, 7 percent opposed, and 11 percent indifferent. The reasons given for their opinions were practically the same as those given by other citizens.

The cooperative societies have received more support than opposition in their contacts with other groups, 90 percent of their contacts with about 250 specific groups being reported as satisfactory.

While these opinions may seem to indicate that the cooperatives have not become very important in community life or have not affected to any great extent the economic welfare of the majority of the citizens of California, they have not aroused any active opposition, and the prevailing opinion, though passive, seems to be favorable to them.

#### Difficulties and Accomplishments of Cooperative Stores

The major problems of the consumers' cooperative stores in California were found to be small capitalization, small membership,

small business volume, and conflicting methods, especially as regards extension of credit and price policy. Among other difficulties were lack of strong wholesale groups; internal dissension; poor location of stores; poor business experience; lack of proper accounting and auditing methods; lack of adequate education in cooperation; waning of enthusiasm of members, frequently because of failure to receive promised large dividends; and chain-store competition. Only one instance of discrimination by wholesalers was reported; in only a few had opposition groups entered the societies in order to disrupt them; and seldom had the societies been the object of false rumors circulated by competitors.

Of the 26 cooperative stores which started during the present movement, but failed later, the 5 which reported as to reason for failure stated that they closed because of withdrawal of patronage by members. Four of them stated that their prices were too high; three that their capital was insufficient; three that educational work had been neglected; and three that competition by private stores was too strong. Inability to pay dividends, poor management, and bad location of store also had their influence.

Notwithstanding the difficulties encountered by the cooperative stores, all of the groups operating at the time of the study, it is stated, were determined to continue their activities and most of them had planned extension thereof in the future. They had effected some savings for their members and provided them with commodities of the best quality. But, according to the report of the study—

One of the most important accomplishments to date has been the development of a number of firmly established consumers' cooperatives, founded on sound principles, with well-planned educational programs, and with active and loyal members. They point the future for the less successful groups and for a new consumers' cooperative movement in California based on a desire to serve the consumer good quality merchandise at fair prices and to improve the economic system.

#### Other Consumers' Cooperative Purchasing Societies

OTHER types of consumers' associations in California include students' associations; boarding houses and restaurants; purchasing sections of self-help cooperatives; and purchasing departments of farmers' marketing associations.

#### Students' Associations

In August 1935 there were known to be 31 students' cooperatives operating in California. These organizations were in high schools, junior colleges, and universities in all parts of the State and had a total membership of over 35,000. Students of the University of California at Berkeley formed the first students' cooperative in 1884. In 1920, only five of the present students' cooperatives were in operation and most of the others were organized between 1920 and 1930.



Nineteen of these students' cooperatives were studied. All of them sold books, while 16 of them also sold stationery supplies, 5 operated restaurants, 2 barber shops, and 2 laundries, 2 sold clothing, 1 sold furniture, and 1 conducted a beauty parlor. All but 1 of the 19 societies were carried on by the students, sometimes with faculty supervision, the other 1 being operated in the name of the Y. W. C. A. An average investment of \$3,600 was reported by eight societies, which did an annual business of approximately \$40,000, and had declared dividends averaging 1.6 percent. Goods were sold at retail prices by 13 societies, at cost plus by 5, and at cost by 2.

#### Boarding Houses and Restaurants

There were at least five organized cooperative boarding houses in California in the latter part of 1935, four of them operated by college students and one by unemployed union laborers. The Unemployed Exchange Association, a self-help cooperative in Oakland, also conducts a semiautonomous apartment house.

Two of these boarding-house cooperatives were organized in the spring of 1933 by University of California students. One of them was, at the time of the survey, the largest in the State. In the fall of 1934 it opened 2 boarding houses, and had more than 100 members. Board and room averaged about \$17 a month per student and in addition 4 hours' work a week was required. About 300 students were housed and boarded during the fall of 1935 and there was a waiting list of about 100. Social activities and intramural athletic contests were also a feature of this society. The other society was started by women, and its boarding house had accommodations for 17 women. Board and room were provided at \$21 a month and 1 hour's work each week day and 2 hours' work on Saturday.

There were two cooperative student dining clubs, operated by the students of LaVerne College and of the San Diego State Teachers' College. The first of these, organized in the fall of 1933, provided board and lodging for 70 members, who shared expenses.

The fifth boarding-house cooperative was an offshoot of the Workers' Welfare Association, formed in 1921 by union men as an educational association but which became a self-help cooperative in 1932. By August 1935 the self-help activities had been dropped, but seven members continued to operate a rooming house, at an average cost of \$10 per month per member.

Two cooperative restaurant societies were reported, one in San Francisco and one in East Oakland. The San Francisco society was organized in 1933 as an eating club. It operated on strictly Rochdale principles and in 1934 had 25 members and did a monthly business of \$930. On August 1, 1935, it suspended business, effecting

a favorable sale of its lease, but planned to open another restaurant soon, and to set up a gasoline and oil station and a milk-distributing system. It had difficulty in securing members and a sufficient volume of business. The society in East Oakland had a reported membership of 100 in August 1935.

#### Miscellaneous Societies

A gasoline and oil association, a radio and electrical shop, and a dental office were among the cooperatives more recently organized.

Incorporated in February 1935 and having a reported membership of about 200, the gasoline and oil association, at the time of the study, had agreements with a number of local independent gasoline stations whereby the members of the cooperative would buy gasoline from such stations at retail prices subject to a refund to the cooperative of one-half cent a gallon. Expenses, reserves, and any dividends were to be met from this refund.

In February 1935 a cooperative radio and electrical shop was organized in Los Angeles by a small group of unemployed and underemployed men. There were 200 members in July 1935. The cooperative assembled, sold, and repaired radios, and did other electrical work. The cash sales in July 1935 were nearly \$500.

A cooperative dental office, opened in July 1935 in North Long Beach with 150 members and \$35 capital, employed one dentist, and during the first week did a business of about \$20.

#### Consumers' Purchasing Sections of Self-Help Cooperatives

IN A survey of 89 of the approximately 150 self-help cooperatives, 69 units, with a total membership of about 4,000 working members, reported purchasing departments. They also had 920 consumer members who purchased through the unit but did not work for it. These figures indicate, it is said, a total of 115 self-help cooperatives in the State, with 8,000 members, doing consumer buying.

All but 14 of the consumer-purchasing departments were established within the year preceding the time of the study (August 1935), not only to save money for the members, but also, in at least half of the units, to provide a market for the products of other units. Five of these departments were semiautonomous, the others being operated directly by the units.

Monthly purchases totaling \$4,700, or about \$73 per unit and \$1 per member, were reported by 65 units. Bread, staples, groceries, milk, and meats, and also, in some units, vegetables, fruit, clothing, gasoline and oil, and tobacco, were obtained by purchase or barter from other self-help cooperatives or purchased through central self-help federations. Only four units sold at retail, two-thirds of the

units at cost plus, and most of the others at cost. In addition to cash, however, "points" were charged to cover handling costs, the total "point" and cash price about equaling the retail value.

### Consumers' Purchasing Departments of Farmers' Cooperatives

ONLY about 6 of the approximately 75 farmers' cooperatives in California which did purchasing for their members, were known to handle consumers' goods. Producers' goods, such as spray, packing boxes, and fertilizer, were purchased by the others.

One farmers' cooperative, located in Santa Cruz, had over 1,200 members and 2 branches. It carried hardware and furniture, sold produce raised by its members, and supplied all kinds of insurance as well as cold-storage facilities, in addition to farm supplies. In 1934 it had 40 employees and did a business of \$830,000. The members received dividends of \$25,000 on purchases.

Another farmers' cooperative, in San Jose, had 170 members and an average monthly business of about \$6,300. It handled refrigerators, kitchen utensils, and other household necessities. Dividends were declared on the basis of the type of goods purchased as well as the amount, larger dividends being paid on goods having a wider margin of profit.

Household supplies were handled by another farmers' cooperative, gasoline and oil by another, and certain hardware supplies by a third.



## SOCIAL SECURITY

### Retirement System for Officers and Employees of Street Railwaymen's Union

**A** RETIREMENT annuity system for international officers and employees of the general office of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, 65 years of age and over, who have been employed by the organization for 20 years was inaugurated in 1935. Disability benefits are also provided for the same group, and may be extended to any employee on approval by the general executive board of the union.

An increasing tendency has been apparent in recent years for international unions and some of the large local unions to meet the problem of old age among trade-union officials by retirement with pay, but such action has been purely informal and has applied to individual cases and individual needs. The street-railway employees' union, at its convention in 1935, took formal action to establish a system applicable to all international officers and employees as a right.

An amendment to the international constitution<sup>1</sup> was adopted which put into operation, effective October 1, 1935, a plan for creating a retirement fund by an assessment of 25 cents per member in December of each year. Pending the accumulation of sufficient money by this means, the international president was authorized to borrow from the defense fund of the union to meet the obligations of the retirement system.

This system allows the retirement at half pay, of any officer of the international union, regularly employed, who has given at least one-third of his time to the service of the organization and who has reached the age of 65. Employees 65 years of age and with 20 years' service are entitled to receive as annuity one-half of the salary paid at the time of retirement.

Total disability allowances on the same terms may be granted before the age or service limit is reached if in the judgment of the general executive board, subject to review and approval by the general convention, such action is merited by "the faithful service" of the injured or disabled employee.

<sup>1</sup> The Union Leader (official publication of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees), Chicago, Mar. 21, 1936.

Any officer or employee eligible to retirement may be retired and placed on the benefit rolls at the discretion of the general executive board. Persons who have received retirement allowances for at least 6 months become ineligible to the death benefit of \$800 paid by the union. Instead a funeral benefit of \$275 will be granted.

One section of the amendment provides that—

International officers and employees of the general office who are receiving this pension shall still be considered as members and employees of the association. Those holding membership must keep their dues paid in their local divisions, as the laws provide, and live up to the requirements of the laws of the association. They must also, if requested, give aid and do any light work that the association might call upon them to perform, and in case they abuse the benefits hereby granted to them the general executive board has the power to discipline or annul entirely their benefits for violation of the laws or disobeying the rules and requirements of the association.

The international president and the general executive board administer the scheme and pass upon all questions of eligibility, but appeal from their decisions may be taken to the general convention of the international union.

---

### Legislation Providing for Dismissal Compensation in Brazil

**D**ISMISSAL compensation, payable under certain conditions, is provided by a law of June 5, 1935,<sup>1</sup> for all persons who work for pay in Brazil. This applies to persons employed under contract for either fixed or indefinite periods, and includes manual, intellectual, and technical workers, and professional persons, but not those employed under apprenticeship contract.

Benefits amount to 1 month's pay for each year of service or fraction thereof (one-half year or more), after the first year. Compensation is to be based on the highest pay received for work in the employing enterprise. Special methods of computing compensation are stipulated for those who are paid by the day or hour, at piece rates, or on commission.

Persons who have been employed in the same commercial or industrial establishment for 10 or more years, but whose tenure of employment is not safeguarded by membership in a pension fund, may not be dismissed except for force majeure or serious offense duly proved, or for disobedience or insubordination. No dismissal compensation need be paid if the employee engages in business for himself or another without his employer's permission, or in case of misconduct or idleness while on duty, habitual drunkenness or gambling, violation of confidence, or leaving work without just cause.

<sup>1</sup> Brazil, *Diario Oficial*, June 11, 1935.

Employees engaged under contract who wish to leave their employment permanently must give 30 days' notice on penalty of deduction of 1 month's wages; but they may claim cancelation of contract in the event of their being called upon to carry out public services or legal obligations incompatible with continuance of their work, in case of force majeure hindering fulfillment of the contract, because of being called upon to render services beyond their strength or contrary to law or good morals, or in case of insufficient food, obvious danger, failure on the part of the employer to comply with terms of contract, injury by the employer to the honor of the employee or of any member of the latter's family, or the death of the employer.

For computation of length of service, change in ownership or management of an establishment is disregarded. Under certain circumstances dismissal wages are considered a preferred claim in case of the failure of an enterprise. Persons dismissed or having their pay reduced because of force majeure must be given the preference in rehiring or raising of pay after the emergency is past. When the Government passes laws which interfere with work to such a degree as to render continuance prejudicial, it becomes responsible for payment of dismissal compensation.

Right to claim compensation expires 1 year from date of dismissal.

---

### Establishment of General Social-Insurance System in Ecuador

A COMPULSORY insurance system providing life insurance, old-age and survivors' pensions, and sickness and disability benefits for all persons in Ecuador, regardless of nationality or occupation, who work for salary or wages, was established by a law of October 2, 1935.<sup>1</sup> The National Social Welfare Institute (*Instituto Nacional de Previsión*) created by the law is to function through the Pension Fund (*Caja de Previsión*) for public servants established by law of March 13, 1928, and through other pension funds to be founded in the future.

*Resources.*—The contributions to the Institute are to be defined by the bylaws of the various pension funds but will include:

Compulsory contributions by workers of from 5 to 10 percent of salaries, wages, or pensions; and contributions by employers equal to those of their employees.

Additional contributions by all employees, except certain day laborers and domestic servants, as follows: (1) Not to exceed 50 percent of the first month's pay after the insurance becomes effective, and (2) not to exceed 50 percent of each increase in pay. These may be paid in not more than 6 monthly installments.

<sup>1</sup> Ecuador, Registro Oficial, Oct. 8, 1935, pp. 2-5.



Fines, dividend returns, and gifts.

State aid derived from certain inheritance, gift, and income taxes, and from a stamp tax. The State aid is to be divided equally between the urban workers' and the rural workers' insurance, except the stamp tax, all of which is to go to the latter fund.

*Benefits.*—The Institute is to provide life insurance, old-age and survivors' pensions, and benefits for sickness and industrial accidents, and if its resources warrant, it may establish employment exchanges, pawnshops, stores, medical and burial services, clothing and shoe factories, and similar enterprises. It is also to encourage organization and unionization among its members and to educate in thrift by means of propaganda. The funds of the Institute are to be invested preferably in loans to members for the purpose of building homes or acquiring small tracts of land.

*Administration.*—The Institute is to be administered through a central committee of 11 members and insurance committees of 5 members each, located in the Provincial capitals. The members of the central committee are to be named as follows: Two by the municipalities and one each by the national legislative chambers, the President and his cabinet, the Supreme Court, the teaching profession, the army, the urban workers, the rural workers, and the other groups of insured persons. Three members of each insurance committee are to be named by the central committee and two are to represent the insured persons in that Province. The preliminary work necessary for the establishment of the Institute is to be done by a temporary committee consisting of five representatives of the Government and two of the Pension Fund. This committee is to engage an insurance expert to assist in setting up the system. Each pension fund organized under the Institute is to be governed by its own regulations.

### Operation of French Social-Insurance Law, 1933 and 1934

THE total receipts of the French social insurance fund up to the end of 1934 amounted to nearly 15 billion francs and expenditures for sickness, maternity, and death to more than 4 billion francs. The system covers nearly 8,000,000 industrial and 800,000 agricultural workers. This was shown in a report by the French Minister of Labor on the operation of the law for the years 1933 and 1934, which was published recently in the French Official Journal.<sup>1</sup> The first report on the operation of the system was published in 1934.<sup>2</sup> Decree laws<sup>3</sup> dated October 28 and 30, 1935 applying respectively to workers in

<sup>1</sup> France. Journal Officiel, Mar. 1, 1936.

<sup>2</sup> See Monthly Labor Review, September 1934 (p. 629).

<sup>3</sup> Idem, February 1936 (p. 328).

commerce and industry and to agricultural workers provided for a reorganization of the system, effective January 1, 1936. It was expected that the revised law would result in simplification of administration and greater flexibility and that there would be a closer coordination between the insurance system and the other welfare laws.

The French social insurance system, briefly outlined, provides for compulsory insurance covering sickness, maternity, invalidity not covered by the Workmen's Compensation Act, old age and death, and in addition, the benefit rights of insured persons who are involuntarily unemployed are maintained for a certain period in each year. Under the revised law the contributions, divided equally between the employer and the insured person, are calculated on the actual salary or wage, no contribution being required on earnings in excess of 12,000 francs per year. The former law provided for contributions on earnings not in excess of 15,000 francs or 18,000 francs, according to population, with a maximum of 25,000 francs for families having three or more children. The joint contribution rate was reduced from 8 percent to 7 percent for the year 1936 so that no contribution during the present year may exceed 70 francs per month.

#### Number of Insured Persons

ALTHOUGH the number of persons registered in 1934—nearly 8,000,000 in industry and commerce and 800,000 in agriculture—was practically the same as in preceding years the number paying contributions in that year was approximately 6,400,000 and 675,000, respectively. The economic crisis is responsible in large measure for the reduction in the number of actual contributors but the uncertainty arising from the definition of wage earner in the law of 1930 left the situation of occasional workers, home workers, etc., in doubt. This condition is corrected by the decree law which provides for the compulsory insurance of home workers, certain traveling salesmen, hotel and restaurant employees, and other special classes of workers.

#### Contributions by Employers and Workers

THE insurance contributions paid in equal parts by employers and workers amounted to 1,496,736,174 francs in 1930 (6 months), 3,562,401,338 francs in 1931, 3,261,798,160 francs in 1932, 3,271,276,895 francs in 1933, and 3,175,994,197 francs in 1934, or a total of 14,768,206,765 francs. The reduction in receipts shown in 1934 continued into 1935 when the receipts for the first 8 months amounted to 2,003,000,000 francs, or 62,000,000 francs less than in the corresponding months of 1934. The contributions for agricultural workers amounted to 105,000,000 francs from 1930 to 1934.

## Expenditures of the Insurance Funds

AT THE end of 1934 the number of organizations administering the sickness, maternity, and death insurance numbered 1,185, including 772 primary allotment funds, 377 agricultural mutual-aid societies or agricultural sections of the departmental funds, and 36 reinsurance funds. These organizations had the following benefits:

## Expenditures of French Social Insurance for Various Types of Benefit, 1930-31 to 1934

[Conversions into United States currency on basis of franc at former par=3.92 cents. Exchange rate in 1934 averaged 6.57 cents]

Year	Sickness	Maternity	Death	Other	Total
French currency (francs)					
1930-31.....	714,644,616	155,780,335	7,016,262	662,970	878,104,183
1932.....	875,873,375	178,084,057	30,460,686	2,011,009	1,086,429,127
1933.....	934,166,156	169,854,507	33,574,083	2,120,474	1,139,715,220
1934.....	1,009,316,663	171,297,786	35,290,812	-----	1,215,905,261
Total.....	3,534,000,810	675,016,685	106,341,843	4,794,453	4,320,153,791
United States currency					
1930-31.....	\$28,014,069	\$6,106,589	\$275,037	\$25,988	\$34,421,683
1932.....	34,334,236	6,980,895	1,194,059	78,832	42,588,022
1933.....	36,619,313	6,658,297	1,316,104	83,123	44,676,837
1934.....	39,565,213	6,714,873	1,383,400	-----	47,663,486
Total.....	138,532,831	26,460,654	4,168,600	187,943	169,350,028

A tabulation of the amounts paid to industrial and commercial employees during 1933 for the different types of benefit shows that under the sickness insurance system approximately 218,168,221 francs were spent for physicians' fees, surgical, dispensary, and dental care, 166,017,433 francs for pharmaceutical costs, 127,112,531 francs for treatment in hospitals and sanitariums, 301,560,247 francs for cash benefits (half of the basic wage), and 9,446,014 for subsistence benefits comprising both cash and benefits in kind; 136,518 francs were paid to the maternity funds and miscellaneous expenditures including medical control amounted to 19,988,802 francs. The expenditures under the maternity insurance system for medical and surgical care and hospitalization, etc., amounted to 53,148,867 francs, while cash benefits and nursing benefits and milk allowances amounted to 88,141,890 francs, and subsistence benefits and special treatments totaled 1,875,072 francs. Death benefits amounted to about 30,350,419 francs.

The expenditures of 164 mutual-aid societies for sickness insurance under the compulsory agricultural workers system for medical, surgical, and dental care, pharmaceutical costs, and hospitalization were 37,915,982 francs; cash benefits, 12,479,573 francs; and subsistence benefits both in money and in kind, 69,640 francs. The maternity insurance benefits amounted to 6,719,995 francs for medical costs



and care, 8,372,163 francs for cash benefits, and 41,372 francs for subsistence benefits. Death benefits under the agricultural system in 1933 amounted to 1,453,014 francs.

The increased benefits granted because of family charges, the supplements for death benefits, and orphans' pensions paid by the funds to the account of the general guaranty fund amounted to approximately 9,000,000 francs in 1930-31, 19,000,000 francs in 1932, 20,000,000 francs in 1933, and 21,000,000 francs in 1934. The expenses of the insurance organizations for the payment of supplementary benefits or as grants for the establishment or development of dispensaries, hospitals, sanatoriums, etc., amounted to about 54,500,000 francs in 1932 and 1933 and to approximately 44,000,000 francs in 1934. The administrative costs of the allotment funds and the agricultural mutual-aid funds was approximately 85,000,000 francs in 1934.

At the end of 1934 the surplus of the allotment funds amounted to approximately 1,500,000,000 francs and that of the reinsurance funds to about 300,000,000 francs. Half of these surpluses was retained as reserves and the other half was usable for the increase of benefits or the development of the national public health service. The decree of October 28, 1935, provided, however, for a new financial arrangement whereby the costs of invalidity insurance, which had not formerly been provided for, might be covered temporarily. This arrangement consists of a special deduction from the reserves of the funds by the general guaranty fund, which is made over to the regional unions, which will be required during the next few years to cover the principal costs of the invalidity insurance.

A system of public works to combat unemployment was provided for by decrees of May 15 and June 1, 1934, to be financed from the capitalization funds of the social insurance system. For this purpose a common labor fund was established and by the end of 1934 the capitalization funds had appropriated for this fund about 596,000,000 francs. Other investments of the surplus by the capitalization funds totaled 4,305,000,000 francs, of which the larger part was placed with the State or in loans guaranteed by the State or the Bank of France. Smaller loans were made to the Departments, communes, public services, railroads, cheap dwelling societies, and other organizations.

---

### Changes in Old-Age and Invalidity Insurance System of Hungary<sup>1</sup>

**T**HE general system of compulsory insurance for workers in industry and commerce in Hungary, established by the acts of 1927 and 1928,<sup>2</sup> was amended by Legislative Decree No. 6500 of 1935.

<sup>1</sup> Data are from International Labor Office, *Industrial and Labor Information*, Geneva, Nov. 4, 1935.

<sup>2</sup> See U. S. Bureau of Labor Statistics Bul. No. 561, pp. 253-263, for summary of acts.

The most important amendments affecting old-age and invalidity insurance are noted below.

*Contributions.*—The procedure for fixing the contributions was changed to permit allocation of persons to the different wage classes by the Insurance Institute on the basis, not only of the actual wage (as before), but also of such standards as nature of the enterprise, sex and age of workers, and character and place of employment.

A partial remission of contributions in arrears may be granted under specified conditions to employers who, because of losses due to exceptional circumstances over which they had no control, would not otherwise be able to continue in business. If the continuance of the business is desirable in the national economic interest and the employer has no other available funds, an amount up to 50 percent of the delinquent contributions and all the interest due may be remitted, or the employer may be granted a postponement (for not to exceed 3 years) of the due date of the installment. Establishments which had to close before the end of 1933 may also be granted either of these privileges if it would permit the reopening of the establishment. In any case, contributions in arrears must have been due before July 31, 1935, and remission requested before October 31, 1935. Special committees are to pass upon the enterprises which may be considered desirable in the national economic interest.

*Benefits.*—The conditions prescribed for keeping in force insurance against old age and invalidity were made more liberal. Benefits will be paid if an average of 10 weekly contributions a year have been made, instead of (as formerly) an average of 13 weekly contributions each year from the time of becoming insured to the year of application for the pension. Periods for which the continuation fee was paid, periods for which sickness benefits were paid and which are included in the qualifying period, and any other periods hereafter specified by decree are held to be included in the required periods of contributions. Insured persons may not, as before, restore the validity of expired contributions by completing a new qualifying period.

Only persons formerly compulsorily insured who have paid 100 weekly contributions, 13 of which were paid in the last year, are granted the right of voluntary continuance of insurance against old age and invalidity.

## NATIONAL RECOVERY PROGRAM

### Continuation of Office of Coordinator for Industrial Cooperation

THE office of Coordinator for Industrial Cooperation was continued beyond the expiration of the National Recovery Administration on March 31, 1936, and the duties of the Coordinator were modified by Executive order of March 30, 1936.<sup>1</sup> Under the original order establishing the office,<sup>2</sup> the functions of the Coordinator included holding conferences of representatives of employers, labor, and consumers dealing with recovery and related problems, as well as certain other duties in connection with the submission of proposed voluntary codes to the President, and coordination within the National Recovery Administration. With the disbanding of the National Recovery Administration the President limited the work of the Coordinator to the arrangement and supervision of joint conferences such as were formerly authorized. The groups to be represented were extended to include investors. The order describes the subject matter of conferences as: "Consideration of means of supplementing the Government's efforts by providing employment for the greatest possible number of employable persons and of improving and maintaining industrial, commercial, and labor standards as they affect employment, and to submit reports and recommendations to the President with respect thereto."

George L. Berry was continued as Coordinator. He serves without salary but is empowered to appoint the necessary paid employees to carry on the work of the office.

### Creation of Committee to Complete Summary of N. R. A. Accomplishments

THE Committee of Industrial Analysis, to complete the summarization of information on accomplishments under the National Recovery Administration, was established by Executive Order No. 7323 of March 21, 1936. This Committee, made up of the Secre-

<sup>1</sup> No. 7324.

<sup>2</sup> See Monthly Labor Review, November 1935, p. 1203.



ary of Commerce, acting as chairman, the Secretary of Agriculture, the Secretary of Labor, and such other members as the President may appoint, took over the files, records, and other property transferred to the Department of Commerce from the National Recovery Administration under Executive Order No. 7252 of December 21, 1935.<sup>1</sup> Work under the new order commenced on April 1, 1936, the date when the activities of the Department of Commerce on behalf of the National Recovery Administration ceased under the terms of the Executive order of December just referred to.

Specifically, the President provided that the Committee should—

- (a) Assemble and analyze the statistical information and governmental records of experience of the operations of the various trades and industries heretofore subject to codes of fair competition formulated under the authority of title I of the National Industrial Recovery Act (48 Stat. 195); and
- (b) Study the effects of such codes upon trade, industrial, and labor conditions in general; and
- (c) Make generally available information with respect to industry, particularly hours, wages, child labor, and other labor conditions: *Provided*, That nothing in this order shall be construed to authorize the Committee of Industrial Analysis to collect from the general public current statistical information, or to duplicate the statistical work now being performed by any existing agency of Government.

To aid in this work the order states that an appropriation of \$100,000 should be transferred from the funds provided under the Emergency Relief Appropriation Act of 1935, to establish in the Department of Commerce the Division of Industrial Economics. It is further provided that this project shall furnish employment for and assistance to educational, professional, and clerical persons.

---

### Departures From N. R. A. Standards by Manufacturing Industries

LABOR standards set up by the N. R. A. were most generally observed in the cotton and wool textile, iron and steel, and can manufacturing industries, after the codes became ineffective, according to a recent report issued by the so-called Robert Committee.<sup>2</sup> Departures from the code terms were especially numerous in the cotton-garment, electrical-manufacturing, retail-trade, certain branches of the shipbuilding and ship repairing, and pencil industries. However, in evaluating its findings the Committee points out that figures relating to departures do not indicate the seriousness of changes and that in fact fundamental standards may be better in the industries or particular establishments where departures exist than in others

<sup>1</sup> See Monthly Labor Review, February 1936, p. 334.

<sup>2</sup> U. S. Department of Commerce. Office of the Secretary. [Report on departures from labor and trade-practice standards of N. R. A. codes following their abolition.] Released Mar. 17, 1936. 210 pp. (Mimeographed.)

where the code requirements formerly in operation were less rigid and remained effective after the codes became void.

The study which is here reviewed was undertaken upon a request made by the President of the Acting Administrator, National Recovery Administration, on June 17, 1935. In a letter written on that date the President directed that a committee be appointed to obtain and report "accurate information concerning the extent to which changes occur in the maintenance of labor standards or fair-practice provisions of codes of fair competition, following the abolition of such codes." The Committee was organized in June, reconstituted in August, and instructed to make a report by the end of 1935. W. P. Robert was chairman. Others serving were Ernest G. Draper, Assistant Secretary of Commerce; Isador Lubin, Commissioner of the Bureau of Labor Statistics; Francis J. Haas, representative of labor; and H. Ferris White, representative of management. The field survey was made between August and November.

In all, 44 separate industries were surveyed and quotas were assigned to the field agents of the N. R. A. to secure adequate geographic representation. The proportion of industry covered by the sample ranged in the various branches from 5 to 50 percent. The report states, however, that where the coverage was small, the number of individual establishments included was large and may therefore be regarded as reasonably representative.

A questionnaire was used which covered inquiries respecting wages, hours, and child labor, and one or more questions on the most important trade-practice provisions of the code covering the particular industry. The report states that questions on hours were answered with the greatest accuracy because this is a subject upon which exact information was immediately available to employers to whom the questions were directed. Answers regarding child labor are known by the Committee to be inaccurate, as reports received subsequently from various other sources indicate a larger employment of child labor than this survey disclosed.

The table following contains a composite statement of the findings of the Committee pertaining to observance and departure from minimum-wage and maximum-hours provisions of the codes. The Committee states that the table covers: "The number of establishments and the number of their employees, classified by industry and on the basis of reported observance of both wage and hours provisions for all employees or nonobservance of either provision or both as regards some or all of their employees. The number of employees whose hours exceed the maximum or whose wages are less than the minimum is not given."

## Reported Observance of and Departure from Minimum-Wage and Maximum-Hours Provisions of N. R. A. Codes

Industry	Total surveyed		Total reporting no departures (wages or hours)		Total reporting departures					
	Estab-lish-ments	Em-ploy-ees <sup>1</sup>			Wages and hours		Wages only		Hours only	
			Estab-lish-ments	Em-ploy-ees <sup>1</sup>	Estab-lish-ments	Em-ploy-ees <sup>1</sup>	Estab-lish-ments	Em-ploy-ees <sup>1</sup>	Estab-lish-ments	Em-ploy-ees <sup>1</sup>
Retail drug.....	2,753	41,835	1,723	25,572	329	4,123	311	4,287	390	7,853
Retail (general).....	5,592	283,586	3,042	128,039	902	53,371	109	4,598	1,539	97,578
Limited-price variety.....	790	71,751	447	28,801	199	33,196	38	865	107	8,889
Motor-vehicle retailing.....	2,622	76,654	801	25,732	756	21,410	224	5,077	841	24,435
Paint, varnish and lacquer.....	649	39,123	460	35,240	45	807	20	478	124	2,598
Crushed stone, sand and gravel.....	612	22,466	396	17,113	44	788	21	631	151	3,934
Baking.....	1,367	79,367	904	64,394	240	5,539	56	2,481	157	6,953
Ice.....	1,173	33,200	748	25,010	122	2,333	42	636	261	5,221
Retail lumber.....	1,346	29,247	569	14,256	213	3,072	24	638	540	11,281
Fabricated metal products.....	2,824	153,983	1,877	118,350	197	7,960	176	6,658	574	21,015
Construction (general con-tracting).....	2,864	96,214	1,673	61,382	356	9,521	212	4,886	623	20,175
Graphic arts, commercial relief printing.....	2,905	54,841	1,979	41,612	202	2,854	195	2,509	529	7,666
Cotton garments.....	1,936	208,679	215	13,227	1,123	136,497	81	4,662	519	54,293
Men's clothing.....	1,158	104,368	885	83,920	68	6,451	70	6,095	135	7,902
Coat and suit.....	606	22,322	469	15,387	30	1,179	56	3,383	51	2,373
Shoe and shoe.....	516	182,135	319	142,480	48	8,585	60	16,660	89	14,470
Dress manufacturing.....	1,069	42,841	683	27,045	84	2,921	211	8,809	91	4,066
Hosiery.....	294	84,910	220	67,247	18	7,754	36	5,216	20	3,693
Underwear.....	257	35,162	164	22,808	26	3,204	39	5,530	28	3,620
Undergarments.....	271	14,871	128	6,452	72	4,050	7	704	64	3,665
Throwing.....	107	23,466	66	15,704	14	1,576	22	5,341	5	825
Business furniture.....	79	8,291	58	6,806	6	312	3	81	12	1,092
Wood-cased lead pencils.....	10	3,341	2	1,550	5	595	3	1,196		
Shipbuilding and ship repair.....	187	29,270	37	18,544	30	921			120	9,085
Medium and low-priced jewelry.....	481	20,413	261	7,021	80	5,049	15	884	125	7,459
Cigar.....	1,197	45,781	767	24,133	92	4,644	146	4,193	192	12,811
Furniture.....	1,063	72,371	529	33,968	150	11,356	53	3,162	331	23,885
Wholesale food and grocery.....	1,561	46,844	613	33,352	414	4,782	49	383	485	8,327
Wholesale dry goods.....	980	23,920	516	8,145	177	11,525	46	438	241	3,712
Silk textile.....	349	45,763	212	34,682	41	4,272	82	5,085	14	1,724
Wool textile.....	276	77,406	246	68,962	4	849	13	5,947	13	1,625
Cotton textile.....	378	212,102	335	199,245	11	3,061	21	6,798	11	2,998
Electrical manufacturing.....	660	198,291	140	62,637	105	12,948	11	4,563	404	118,143
Can manufacturing.....	190	26,459	88	24,735	5	410	4	300	12	1,014
Cooking- and heating-appliance manufacturing.....	96	21,491	53	13,963	8	2,082	7	320	28	5,126
Brewing.....	172	22,856	125	19,143	5	297	4	445	38	3,071
Iron and steel.....	143	183,233	136	143,188			7	40,045		
Retail jewelry.....	2,150	13,513	1,065	5,716	251	2,410	73	285	761	5,102

<sup>1</sup> Total for establishments; not total affected by observance or departure.

In all but 11 of the industries for which data were obtained more than half of the establishments reported complete observance of the wages and hours provisions of codes. These establishments employed a majority of the workers surveyed in the industries in question. In establishments in which departures from either the wages or hours provisions occurred there are no data available to show what proportion of the working personnel was affected. However, there are instances in which the failures to meet code standards applied to only a fraction of the total employees of establishments, while in other cases the standards may have been revised to change the general requirements for entire plants.



## Wisconsin Recovery Act Held Constitutional

THE Supreme Court of Wisconsin in a recent decision held the State "N. R. A." Act, usually called the Wisconsin Recovery Act, to be constitutional. (*In re State ex rel. Attorney General* (Tavern code authority) 264 N. W. 633.) This decision is of considerable interest and importance, as a former law passed in 1933, which endeavored to accomplish similar results, was held by the same court to be void (*Gibson Auto Co., Inc., v. Finnegan*, 259 N. W. 420).

The new recovery act was passed in 1935 after the United States Supreme Court rendered its decision in the *Schechter case*.<sup>1</sup> It is effective until July 25, 1937, unless prior to that time the Governor proclaims that the emergency recognized by the act is ended, in which case the law will become ineffective on the issuance of the proclamation.

Under the provisions of the new act, unfair methods of competition and unfair trade practices in business are prohibited. In order to eliminate such practices, the Governor is given the power to investigate, ascertain, declare, and prescribe reasonable codes or standards of fair competition and trade practices for the various trades and industries in the State. Among other things, the codes must establish standards of maximum hours of labor, minimum rates of pay and working conditions. Each code must also contain a condition that (a) employees shall have the right to organize and bargain collectively through representatives of their own choosing, and (b) no workman shall be required, as a condition of employment, to join any company union.

In accordance with the new act, codes of fair competition were promulgated. Such codes included provisions as to maximum hours, minimum wages, and other measures for the protection of the public. The members of the tavern industry objected to the code promulgated for that industry, and in order to determine whether or not the law was valid, the attorney general brought an original action in the supreme court of the State.

In holding this act constitutional, the court did so by distinguishing this new recovery act from the old act passed in 1933. The old act was very similar to the N. I. R. A. enacted by Congress, and in the *Gibson case* the court held the law void on the ground that the legislature had improperly delegated some of its powers. The decision in the *Schechter case*, which was rendered by the United States Supreme Court at a later time, was in many ways similar.

In distinguishing the new act from the old act, the court said—

In the *Gibson case*, the defect pointed out was that the power to declare whether or not there should be a law was vested in the preponderant majority of a trade or industry. Such a power could not be delegated and therefore the act was void. It is quite evident that the legislature met this situation in chapter

<sup>1</sup> See Monthly Labor Review for June 1935, p. 1466.

of the laws of 1935 by making it the duty of the Governor "to investigate, ascertain, declare, and prescribe reasonable codes or standards of fair competition and trade practices for the various trades and industries in the State."

Another very important difference between the two laws is that the initiative in promulgating a code is no longer vested in either the preponderant majority of the industry or in the Governor. The court said in this connection that "the legislature denounced unfair methods of competition in business and unfair trade practices in business and imposed upon the Governor the duty of prescribing a code in such industries as upon investigation he found it necessary to accomplish the declared legislative purpose."

In further discussing the case, the court called attention to the statement made by the United States Supreme Court in the *Schechter* case that "The Constitution has never been regarded as denying to Congress the necessary resources of flexibility and practicality, which will enable it to perform its function in laying down policies and establishing standards, while leaving to selected instrumentalities the making of subordinate rules within prescribed limits and the determination of facts to which the policy as declared by the legislature is to apply."

As a result of this decision and the decision in the *Gibson* case, the court reached the conclusion that the legislature may properly delegate to the Governor the power to eliminate unfair methods of competition in business and unfair trade practices. This is true even though it gives to the Governor the power to prescribe a code or standard of fair competition. "The power to prescribe a code or a standard of fair competition", said the court, "is the power to eliminate unfair methods of competition in business and unfair trade practices in business."

The distinction between the two laws, as construed by the court, is this: In the old law the preponderant majority in an industry was vested with authority, on its own initiative, to promulgate codes and make rules and regulations regarding wages, hours, etc., for the purpose of aiding the industry and bettering the working conditions of the employees. In this new act, the Governor may promulgate a code only for the purpose of eliminating unfair trade practices and unfair methods of competition. Any regulation made under the provisions of the act must bear a reasonable relation to the elimination of unfair methods of competition in business and unfair trade practices, in order to conform to the standard prescribed by the act. The court said, "What is unfair is one thing; what is in the interest of the industry or the general welfare is quite another thing."

In other words, the act does not empower the Governor to do all that the legislature might do in promoting matters of general welfare.

To illustrate this, the court said that neither the Governor nor the code administrator can proceed under this act to deal with the whole subject of establishing maximum hours of labor, minimum rates of wages, and working conditions not related to the matter of unfair trade practices and unfair methods of competition.

However, each code must contain the conditions required by the statute relating to the right of employees to organize and bargain and the provision that no employees shall be required to join a company union, because these requirements are prescribed by the legislature itself.

Finally, in holding the new recovery act constitutional, the court declared that the power conferred upon the Governor to eliminate unfair methods of competition in business and unfair trade practices does not constitute an unconstitutional delegation of legislative power.

H  
Hea

T  
appro  
itan  
The  
1,000  
The  
all 6  
when  
are c  
for t  
17 S  
was  
area  
decr  
popu  
repo  
tical  
cert  
will  
the  
will  
A  
and  
the  
indu  
and  
the  
with  
for  
whi  
pre  
earn  
of t

1 D  
for M



## HEALTH AND INDUSTRIAL HYGIENE

### Health Conditions Among Industrial Policyholders During 1935<sup>1</sup>

THE health record of the industrial populations of the United States and Canada, as indicated by the death rate among the approximately 17,000,000 industrial policyholders of the Metropolitan Life Insurance Co., was better in 1935 than in any previous year. The death rate in 1935 was 8.4 per 1,000 as compared with 8.5 per 1,000 in 1934, the best previous figure which had been recorded. The low death rate, not only during the past 2 years but also during all 6 of the depression years, 1930 to 1935, is regarded as remarkable when the difficult economic conditions prevailing during the period are considered. No data were available as to the death rate in 1935 for the general population throughout the country, but figures from 17 States, covering fractional parts of the year, indicate that there was an improvement. Incomplete reports from 9 States having an area comprising 39 percent of the population of the country showed decreases in the mortality, while only 5 States having 7 percent of the population showed increases. In 3 States there was no change. The reports of the Bureau of the Census for 86 large cities showed practically no change up to December 28, 1935. However, it is considered certain that the record mortality rate for 1933 of only 10.7 per 1,000 will not be equaled when the final figures for the total population of the United States are shown, although undoubtedly last year's rate will prove to be one of the lowest ever recorded.

A general decline in the death rate, both of industrial policyholders and for the country as a whole, has been taking place for years, but the greater drop has been among the insured. The records for the industrial policyholders, ages 1 to 74 years, show that between 1911 and 1934 (the latest year for which population figures are available) the reduction in the death rate amounted to 41.9 percent as compared with 28.6 percent in the general population. This difference accounts for the accumulated saving in 25 years of 560,000 lives of wage earners which would have been lost if the rate for the general population had prevailed. The mortality among these 17,000,000 insured wage earners and their families is now only 11.5 percent higher than that of the general population whereas in 1911 it was 37.1 percent higher.

<sup>1</sup> Data are from Metropolitan Life Insurance Co., Statistical Bulletin, January 1936: New Low Record for Mortality.

The expectation of life at birth among the industrial group was 59.74 years in 1935 and 59.45 years in 1934 as compared with 46.03 years in 1911-12. The gain amounted to 12.82 years while in the general population there was a gain of only 7.80 years between 1911 and 1934. The life expectation for the insured group is now not far different from that of the general population living in urban areas, which is regarded as especially significant since they and their families are, in many instances, exposed to industrial hazards and also may lack the means of securing prompt and adequate medical care. The greatest improvement in mortality in the insured group during the past 24 years has occurred among children, adolescents, and adults up to the age of 45, although some improvement has been shown in every age range.

New minimum death rates were established in 1935 for seven causes of death—typhoid fever, tuberculosis, diarrheal conditions, chronic nephritis, and puerperal diseases, and two forms of accidental death (burns and drowning). The previous minimum for machinery and railroad accidents was maintained.

The most important achievement of the year was the establishment of a new minimum for tuberculosis. The death rate in 1935 was 55.6 per 100,000, a reduction of 6.4 percent from the previous year. In comparison with the year 1911, when death rates for the individual diseases were first computed by the company, there has been a decline of 75 percent in the tuberculosis death rate. The most remarkable feature of this reduction is the fact that during the depression years since 1929, the rate has not only continued to drop but has actually declined at a faster rate. During the 6-year period 1924 to 1929 the reduction in the mortality rate averaged 3.5 percent per year while in the 6 years 1930 to 1935 the average reduction was 7.7 percent per year. In spite of the evident effectiveness of the campaign against tuberculosis, however, the disease is still a public health problem, ranking seventh among the causes of death in the United States and sixth among the insured industrial population.

In addition to the diseases which reached new minimum rates in 1935, there were a number which were lower than in 1934. The most important of these were cancer, diabetes, cerebral hemorrhage, heart disease, appendicitis, suicides, and automobile fatalities. There was a continuous rise in the crude cancer death rate for many years and the small reduction from 96.1 per 100,000 in 1934 to 95.5 per 100,000 in 1935 is regarded as a cause for satisfaction, although cancer still ranks second in importance among all the causes of death. The apparent increase in the cancer death rate during recent years, it is considered, may be ascribed in part to the continuously improving diagnosis of cancer rather than to increased incidence of this disease.

adjustment of the rates to eliminate the changes due to the aging of the population shows a much less decided increase than is shown by the crude cancer death rates.

A slight decline in the death rate from diabetes occurred in 1935. No decided changes in the death rates for this disease have occurred in recent years and such reductions as there were occurred in the earlier periods of life. Now, however, the increase at the older ages has begun to slacken, which is said to be one of many signs that the disease is slowly being brought under control. A survey by the company in the past year showed that deaths from diabetic coma are decreasing, although the rate from this cause is still higher than it should be. It was shown, also, that insulin is being used more widely and more intelligently, with the result that a growing majority of the deaths among diabetics is due to other causes which are common at the older age groups in which most of these diabetic deaths occur.

Deaths from alcoholism among insured wage earners showed a 13-percent decline in the second full year since the repeal of national prohibition, the rate for 1935 of 2 per 100,000 being the lowest for any year since 1921. A decline of 13 percent was also registered for appendicitis, for which the death rate in 1935 was 11.4 per 100,000. The mortality rate from this disease, it is said, is higher in the United States and Canada than anywhere else in the civilized world; in both these countries there are relatively sparsely populated sections with limited hospital facilities where there is very high mortality from the disease.

Improvement in economic conditions is reflected in the lowered suicide rate which dropped to 9.1 per 100,000 in 1935, the lowest figure recorded since 1929. The peak rate for suicide in a period of 20 years was reached in 1932, a downward trend beginning in 1933, with the 1935 figure 14 percent lower than that for 1932.

Improvement was shown also in the automobile-fatality rate among industrial policyholders, although the rate for the general population was practically the same as in 1934. The decrease in the number of deaths from this cause amounted to 3.8 percent. As these insured persons reside mainly in urban localities, the reduction in the number of deaths, it is considered, is a good indication that such increase as there may have been throughout the country last year occurred in the rural districts.



## HOUSING CONDITIONS

### Continuation of Insurance of Modernization Loans by Federal Government

**I**NSURANCE of loans for modernization and repair of dwellings, apartment houses, and other buildings will be continued until April 1, 1937, under the terms of an act approved April 3, 1936 (Public No. 486, 74th, Cong. 2d sess.). Title I of the National Housing Act<sup>1</sup> was amended to provide for the continuance of such loans which would otherwise have lapsed on April 1, 1936. Several changes have been made in the terms under which loans are to be authorized. Sums borrowed in the amount of \$2,000 or less may no longer be used for the installation of equipment, such as refrigerators and mechanical washing machines, unless installations are so made as to become structurally a part of the building; loans are extended to tenants provided they are under lease for not less than 6 months after maturity of the loan; and the amount of insurance may not exceed 10 instead of 20 percent of the loan or a total of \$100,000,000 up to the expiration of the legislation.

Although the law specifies that insured loans may be authorized until April 1, 1937, it further stipulates that the President may discontinue this service at an earlier date if it is determined that ample credit is available from other sources.

Advances of credit are not to exceed \$2,000 in general and \$50,000 for improving and altering apartments, hotels, offices, business or other commercial buildings, hospitals, orphanages, colleges, schools, or manufacturing or industrial plants. Loans may be made to convert structures into one of the above-mentioned types of building. Both owners and tenants are eligible to receive assistance, whereas formerly insured loans were made only to owners. However, in order to receive a Government-insured loan the lessee must be under a lease expiring not less than 6 months after the maturity of the loan.

The law states that the sums obtained shall be used "for the purpose of financing alterations, repairs, and additions to such real property, and the purchase and installation of equipment and machinery thereon." Regulations governing insured modernization

<sup>1</sup> For earlier discussions of the act see Monthly Labor Review, August 1934 (p. 369); November 1934 (p. 1192); and November 1935 (p. 1208).

credit, issued by the Federal Housing Administration (the agency administering the loan provisions of the National Housing Act), outline the uses for which funds may be utilized.<sup>2</sup> These include repairs, alterations, or additions upon improved real property, including the cost of architectural and engineering service, if any, but not including equipment, such as refrigerators, stoves, and washing machines, unless such installations are a structural part of the building being modernized. Loans are not authorized to complete unfinished buildings.

Any insured institution operating under the modernization credit plan is eligible for reimbursement for losses up to 10 percent of the total amount advanced on insured loans. This provision is subject to the limitation that the total liability of the Federal Government shall not exceed \$100,000,000 for the entire insurance period beginning June 27, 1934, when the National Housing Act became effective, and ending April 1, 1937.

---

### Government Aid to Housing in Newcastle-on-Tyne, England

OVER half the housing provided for workers in the city of Newcastle-on-Tyne, since 1920, has been built by the municipality under the British Government plan of assistance, according to a recent report.<sup>3</sup> In all, 17,611 houses were built between 1920 and March 31, 1935, of which total 9,410 were constructed by the municipality and 8,201 by private enterprise. Expenditures under the assistance plans carried on by the municipality as authorized in the various housing acts of the period 1919-30 amounted to £4,472,184; <sup>4</sup> subsidies, advances on mortgages, and other assistance to private enterprise aggregated £215,262. A conspicuous decline in building costs occurred in the period covered, the average cost per square foot for all types of houses having been reduced from £1 3s. 5d. in 1920 to 8s. 3½d. in 1934 and for flats from £1 4s. 3d. to 7s. 7d. Nearly 85 percent of the municipal dwellings erected were houses, and the others were flats and tenements. The three- and four-room types of accommodations formed 78.5 percent of the total provided and five-room dwellings were next in importance, representing 11.2 percent of the total. In addition to the building program the municipality cleared unhealthful areas, thereby displacing 9,604 persons of whom 2,088 were rehoused by the erection of new buildings. A 5-year plan of rehousing was undertaken in September 1933 with an ultimate

<sup>2</sup> Amended regulations of the Federal Housing Administration issued in connection with title I of the National Housing Act as amended and extended, effective Apr. 1, 1936.

<sup>3</sup> City and County of Newcastle-upon-Tyne, Housing Report to Mar. 31, 1935; and report from Paul C. Squire, American consul, Newcastle-on-Tyne, Feb. 13, 1936.

<sup>4</sup> Pound at former par = \$4.8665.

goal of building 4,748 new houses for some 25,000 persons. It will be necessary to raise this limit by 3,000 houses under the provisions of the Housing Act of 1935.

The table following shows the total number of municipal and private houses built in Newcastle, by years, from 1920 to 1935.

Number of Houses Built by Municipality and Private Enterprise in Newcastle-on-Tyne, 1920-35

Year	Houses built by—			Year	Houses built by—		
	Municipality	Private enterprise	Both agencies		Municipality	Private enterprise	Both agencies
1920.....	7	67	74	1929.....	825	348	1,173
1921.....	289	29	318	1930.....	223	355	578
1922.....	444	59	503	1931.....	843	548	1,391
1923.....	263	240	503	1932.....	850	1,046	1,896
1924.....	11	268	279	1933.....	1,030	1,806	2,836
1925.....	794	382	1,176	1934.....	1,011	1,522	2,533
1926.....	439	660	1,099	1935.....	127		127
1927.....	1,666	465	2,131	Total.....	9,410	8,201	17,611
1928.....	588	406	994				

<sup>1</sup> Up to Mar. 31, 1935.

The peak in the municipal building program was reached in 1927, when 1,666 houses were provided. The greatest development in private building, however, has taken place since 1932. In that year 1,046 new houses were constructed by private enterprise; this number increased to 1,806 in 1933 but decreased to 1,522 in the following year. The years of greatest activity for both public and private construction in the low-cost field were 1927 with 2,131 units, 1933 with 2,836, and 1934 with 2,533.



## LABOR LAWS AND COURT DECISIONS

### Maryland Act Requiring Licensing of Paperhangers Declared Unconstitutional

THE Court of Appeals of Maryland has held the State act requiring the licensing of paperhangers to be a violation of the State and Federal Constitutions (*Dasch v. Jackson*, 183 Atl. 534). The law (Acts of 1935, ch. 377) created a board of five for the purpose of determining the qualifications and capabilities of all persons wishing to act as paperhangers in Baltimore City. It was authorized to adopt rules for the examination of such persons, and for the regulation of the business of paperhanging so as to promote the public health and general welfare. It specified the kinds of work prescribed for the holders of class A and class B licenses, the license fees, etc.

At the time this act became operative Charles L. Jackson had been working for many years as an operative and contracting paperhanger in the city of Baltimore. He therefore filed a bill requesting that the board of examiners and supervisors of paperhangers be enjoined from enforcing the act against him. He objected to the license or tax, and also to the requirement that he obtain the consent of the board to engage in a harmless and useful calling. Jackson charged that, by the imposition of taxes, licenses, rules, and regulations not imposed upon other similar callings, he was denied the equal protection of the law guaranteed by the Federal Constitution; and since the right to labor, to contract, and to hold property is a property right, he contended he was deprived of his property without due process of law. The case originated in the circuit court of Baltimore City, and the board appealed to the Court of Appeals of Maryland.

In its decision the court declared that liberty to labor, to contract, etc., is implicit in American constitutional law. The term is relative and not absolute, however, as there is no such thing in nature or society as absolute freedom of action. Man's conduct is subject to restraints which bring it within "limits essential to the happiness and safety of the whole body of the people of that society."

When, therefore, the application of such guaranties as are found in the fifth and fourteenth amendments of the Federal Constitution and in article 23 of the Maryland Declaration of Rights is considered, it must be with due regard to the principle that the State, in the exercise of what is usually called its police power,

may regulate or restrict the freedom of the individual to act when such regulation or restraint is essential to the protection of the public safety, health, or morals. That power, however, is itself subject to the restraints imposed by Constitutions which the whole people have adopted and approved as the supreme law of the land (cases cited).

Therefore, while the State may use its police power to prescribe regulations necessary for the common welfare, it may not "under the cloak of police power, exercise a power forbidden by the Constitution or take away rights and privileges expressly guaranteed by it." The right to hold property is one of these rights, and it includes "The right to engage in those common occupations or callings which involve no threat to the public welfare, to exercise a choice in the selection of an occupation, and to pursue that occupation in his own way so long as he does not interfere with the rights of others" (cases cited).

The art of paperhanging requires dexterity, skill, and experience, but it does not differ in this respect from other similar occupations, such as carpentry or bricklaying, which have been followed without regulation as a matter of common right and which are not related to public health or safety. "The right to follow any of the ordinary callings of life is one of the privileges of a citizen of the United States", and from numerous cited cases the court declared:

This general principle emerges with some degree of certainty, that the State may for the purposes of revenue tax any occupation or business, but that except for revenue it may not annex any burdensome conditions on the common callings of life or the right of the individual to engage therein unless such regulation is required for the protection of the public health, safety, or morals, and that where justified on that ground, any classification adopted for the purposes of the regulatory measure must be reasonable, uniform in its operation within the class, and based upon some legitimate principle of public policy.

The law providing for licensing and regulating paperhangers in the city of Baltimore was therefore declared to be invalid.

A minor point in this case was the discussion of "local" laws, and it was held that a law is not "local" merely because its operation is confined to a single city or county, if it affects the interests of the people of the whole State. The statute in question was held to be not a local law, because it imposed taxes to be paid into the State treasury and also because it affected the right of persons not residents of Baltimore to engage in paperhanging in that city.

---

### Labor Law of Irish Free State, 1936

**S**TANDARDS of employment with regard to hours, maintenance of wage rates, home work, methods of calculating earnings on piece work, vacations with pay, and woman and child labor are embodied in a new labor law passed by the Dail Eireann of the Irish

free State on February 14, 1936 (No. 2 of 1936: Conditions of Employment Act, 1936). It applies to all forms of employment, public and private, except agriculture, trade, mining, transportation, and domestic service (which includes the preparation of food in hotels and restaurants). Clerical, supervisory, and managerial employees of industrial establishments are also excluded.

#### Hours of Work

A 5½-DAY workweek, with a maximum of 48 hours for adult workers and 40 for young persons between the ages of 14 and 18, is prescribed. Maximum working hours in any one day are 9 for adults and 8 for young persons. Newspapers, telephone and telegraph services, and broadcasting stations are exempted from these hour limitations. Saturday, or another day substituted therefor by express permission of the Minister for Industry and Commerce, is a statutory "short day" on which work must stop not later than 1 p. m. Statutory closing time on other days is 8 p. m., and women and young persons may not commence work before 8 a. m. Women may not be employed after 10 p. m. A rest period of "at least half an hour", during which no work shall be permitted, is compulsory after a period not to exceed 5 hours on each day in which more than 5 hours' work is performed, and the interval is to be the same for all workers. A period of 11 hours must elapse between the time a woman stops work on one day and commences work on the following day.

*Overtime.*—Overtime is permitted but may not exceed, for adults, 2 hours in any one day, 12 in any week, 36 in any 4 consecutive weeks, or 240 in a year. Overtime for young persons is limited to 2 hours in any one regular workday and 1 hour on the short day, 10 hours in any one week, 30 in any 4 consecutive weeks, and 200 in a year.

The Minister may, at his discretion, issue permits to employers exempting them from the overtime limitations prescribed in the act. He may attach conditions thereto as he sees fit and may revoke the permit at any time.

The act provides that whenever an employer permits an employee covered by the act to work overtime, he shall "be deemed to have agreed to pay such worker at the overtime rate" for all time so worked. The overtime rate must be not less than time and a quarter.

*Sundays and holidays.*—With stated exceptions, Sunday and holiday work is prohibited. However, an adult male worker may be employed for not to exceed 3 hours on Sunday in any of the prohibited employments, provided he is given 24 consecutive hours of rest before the following Sunday. Regular employees must be paid for holidays.

*Shift work.*—Shift work is prohibited except in newspaper publishing, continuous industries, and those specifically licensed with respect to shift work by the Minister for Industry and Commerce. Where



permitted, shift work is subject to certain definite regulations including a maximum 9-hour day. Workers in continuous industries are limited to 56 hours per week. No worker may be employed on consecutive shifts, and a period of 8 hours must elapse before return to duty. Rest periods of 15 minutes are required between the third and fourth hours of work, but the worker may not leave the premises during the interval without permission. The same conditions apply in industries licensed to operate on the shift system except as to maximum weekly hours, which may not exceed an average of 48 over 3 consecutive weeks.

#### Maintenance of Wages

THE act is explicit in requiring that, where the regular working hours of an establishment must be reduced to conform to the new law, average weekly earnings must be maintained at the same levels and at the same rate as those prevailing under the longer workday or workweek. Thus where hourly rates and piece prices are paid, these "shall be so adjusted or varied that the average weekly earnings shall remain unchanged." Collective agreements fixing wages shall remain in force but shall be so modified wherever necessary that the amount of wages earned will remain the same notwithstanding the reduced hours. Moreover, "the said reduction or alteration of hours of work shall not terminate nor prejudicially affect the contract of service" of persons employed before the law was enacted.

A further provision designed to maintain wage standards calls for the registration of collective agreements and the application of their terms with respect to wages, as law, to all workers and employers in the industry or locality covered by the agreement.

#### Vacations With Pay

THE "right" of the worker to annual leave with pay is established by the act and detailed provisions are worked out for insuring it. Not less than 6 consecutive days' leave, exclusive of Sundays and holidays, shall be granted by the employers to each worker in "every complete employment year" of "not less than 1,800 hours." If the period of employment is less than a year, the vacation, or pay in lieu thereof, may be prorated. The time at which each worker's vacation shall be granted is left to the determination of the employer, who must, however, give notice in writing not less than 2 weeks before the date on which the vacation is to begin.

Payment for annual leave is to be made at the regular wage rate for time workers, and at the average daily rate of earnings for piece workers and for those employed at both time and piece rates.

One interesting provision stipulates that if, within 6 days of the end of his employment year, a worker covered by the act has not been granted annual leave, he "may absent himself from his work for such employer for such 6 days and shall not by reason of so absenting himself be deemed to have committed any breach of his contract of service with such employer, and such employer shall pay to such worker in respect of such 6 days the amount which he would be liable to pay if he had allowed such 6 days as annual leave."

Failure of an employer to grant annual leave is an offense under the act, and in case of his failure to pay the stipulated amounts as vacation pay, the aggrieved worker may recover the money due him "as a simple contract debt." An industrial worker may not, during his vacation, work for pay at any "industrial" work.

#### Piece Work and Home Work

PROVISIONS regulating the method of calculation and the payment of earnings under the piece-price system apply both to piece workers in factories and to industrial home workers. Each piece worker must be furnished with a "piece-work particulars docket" which states the piece rates and the specific work to which each rate applies, and this information must be given in sufficient detail to enable the worker to compute the amount of wages due him. These piece-price lists must also be posted in workrooms, so placed as to be easily read by the piece workers employed on the articles listed. The placard must be printed in both the Irish and English languages in "letters and figures used with their ordinary significance". Where price lists are so complicated that they cannot be displayed on a placard, a book may be substituted, but in such cases the book must be at all times readily available for inspection by all workers concerned.

Calculation of the amount of work done and the money due therefor must be made in such a manner that the worker shall have opportunity to verify the result before payment is accepted. The act authorizes and regulates the use of automatic reckoning machines in determining earnings. Conditions attached to the use of an automatic reckoner are that the indicator shall show only legible letters and figures and shall be so placed as to be easily read by the worker whose output is being checked, and that the machine shall be accurate and kept in good repair.

All employers who give out work to be done off their own premises must keep an accurate register of all workers to whom work is given, according to regulations prescribed by the Minister for Industry and Commerce. The Minister may prohibit industrial home work entirely in specific industries or localities.

## Woman and Child Labor

CHILDREN under 14 years of age may not be employed in industrial work covered by the act, and a birth certificate or other satisfactory evidence of age shall be required before employment is given to any young person. With regard to both young persons or women, the Minister for Industry and Commerce is given authority either to prohibit their employment entirely in any industry or occupation, or to fix the proportion of such workers to the total numbers employed in any industry or occupation.

The Minister may fix the minimum age at which young persons may be employed at specific occupations, and may set different age limitations for boys and girls. He may also modify the limitations on working hours specified in the act.

## Administration and Enforcement

THE administration of the Conditions of Employment Act is a function of the Minister for Industry and Commerce. He may make any order or regulation necessary to carry out the purpose and intent of the act, subject to annulment by either House of the Oireachtas, and with due regard to the provisions of any international convention ratified by and binding upon the Government of the Irish Free State. Enforcement of the terms of the act and of regulations made under it is in the hands of factory inspectors empowered under previous legislation to inspect work places and execute orders pertaining to them.

The schedule of penalties for offenses under the act assesses fines against both workers and employers. Workers shall be liable, upon conviction, to a fine for the first offense, of £2, and an additional 10s. for each day on which the offense continues, and for a second offense a sum not exceeding £5, with an additional amount not to exceed £1 for each additional day. The fines assessed against violators other than workers are £10 for the first offense, with each additional day constituting a separate offense subject to a penalty of £2, and an amount not to exceed £20 for the second offense, with a further penalty of not more than £4 for each day on which the violation continues.

Considerable latitude is given the Minister in relation to modifications, exemptions, and interpretations of the act, the word "may" being used throughout in connection with the Minister's relation to the application of terms. However, where important modifications are permitted, the act explicitly says that "the Minister shall not" issue regulations that modify or liberalize stated terms without first consulting with representatives of employers and of workers in the specific fields affected by the proposed modifying order.



## WORKMEN'S COMPENSATION

---

### Workmen's Compensation Legislation in the United States and Canada, 1935

THE most significant event in the field of workmen's compensation in 1935 was the passage of workmen's compensation laws in Florida and South Carolina.<sup>1</sup> The former act covers all private employers having more than 3 employees, while the latter act extends benefits to private employers with more than 15 employees; both cover all public employees, except elected officials. A board of three members will administer the act in Florida, and one of five members in South Carolina.

Some 30 other States which already had workmen's compensation laws passed amendatory legislation, as did also the legislatures of Alaska and Hawaii. The Seventy-fourth Congress convened and adjourned without changing the fundamental law extending benefits to injured employees of the Federal Government, longshoremen and harbor workers, and private employees in the District of Columbia.

Of amendatory action taken, perhaps the most important was the consideration given to occupational diseases, especially with reference to silicosis. The Legislature of New York extended its workmen's compensation law to cover all occupational diseases. The North Carolina act was amended so as to include a compensable list of 25 diseases, including silicosis. In West Virginia a special act was passed providing for the payment of compensation to persons contracting silicosis. The Nebraska law was enlarged so as to cover occupational diseases contracted in the smelting or metal-refining industries. Maryland, Michigan, and New Hampshire created commissions to investigate the general subject of occupational diseases in industry, and California appointed one to consider silicosis. All these commissions were directed to report their findings to the next legislature, with recommendations for appropriate legislation.

Security for the payment of benefits to injured workmen was considered by several States, and Minnesota, New York, New Jersey and North Carolina made provision for a special fund to be raised by assessments upon insurance carriers.

Administrative costs of enforcing the new Florida and South Carolina acts were placed on the insurance companies, while amendatory legislation was passed in Idaho and Nebraska. A rating bureau

<sup>1</sup> Leaving only 2 States—Arkansas and Mississippi—still without a workmen's compensation law.

was established in Indiana, and the Legislature of Maryland authorized the fixing of insurance rates on the merit-rating system.

Special mention should be made of the establishment of a workmen's compensation court in Nebraska. This court shall consist of three judges, one representing the employers and one representing organized labor, while the third must be an attorney.

Laws were passed in several of the States liberalizing the payment of benefits to injured employees or to the dependents of deceased employees. Action was taken in a number of States to give relief workers the protection of the workmen's compensation act or to exclude them from its benefits.

In Canada the laws of two Provinces—Alberta and Manitoba—were not amended, but all the other Provinces—British Columbia, New Brunswick, Nova Scotia, Ontario, Quebec, and Saskatchewan—made some changes in the laws, those of Nova Scotia and Quebec being the most numerous.

### United States

THE new or amendatory legislation adopted in each jurisdiction during 1935 is summarized in the following pages.

#### Alabama

THE Legislature of Alabama, by the adoption of Act No. 387, amended the State workmen's compensation law in several important respects. The rate of compensation payments in total and partial disability cases was increased from 50 percent to 55 percent of the average weekly earnings. The maximum weekly payment was also increased from \$12 to \$18, and the total maximum limitation of \$5,000 was removed.

The rates of compensation for death were increased 5 percent with 35 percent of the weekly wage the minimum (for widow alone) and 65 percent the maximum for a widow and 3 or more dependent children. Where total compensation to spouse or children is less than 65 percent of the average weekly earnings, the difference (not more than \$18 weekly in the aggregate) is payable to wholly dependent parents. Upon the cessation of compensation to any dependent, the compensation to the remaining dependents, for the unexpired period, shall be that which would have been payable to them had they been the only dependents at the time of employee's death. The allowance of \$100 for last sickness and burial is changed to \$125 for burial alone.

The employer will hereafter be required to furnish medical and surgical aid for 90 days instead of 60 as formerly, and the total liability of the employer therefor is increased from \$100 to \$200.

The definition of the word "child" was amended to include a grandchild whose father is dead or an invalid, and who was supported by, and was a member of the family of the deceased grandparent at the time of the accident.

Employers' notice to reject compensation must hereafter be filed with the probate judge of the county in which the employee is employed, at any time prior to the accident, and not as heretofore in each county in which the employer did business.

#### Alaska

SEVERAL changes were made in the Alaska law by chapter 84. Hereafter, in the case of fatal accidents to certain unmarried employees, death benefits ranging from \$400 to \$4,000 must be credited to the fund from which allowances to aged residents are paid.

Compensation in case of total permanent disability of an employee with neither wife nor children is fixed as follows: If he has both parents, \$6,500 (instead of \$7,200, as formerly); if only one parent, \$6,300; if he has neither parent living, \$6,000 (instead of \$5,400).

The employer is no longer required to provide transportation to and from hospitals. If it is proved that employee's injuries were aggravated by the incompetence or neglect of the physician, it shall be conclusively presumed that the employer failed to use due care in his selection, and employer and physician shall be jointly and separately liable for the resulting damages.

The law provides that any differences between the sum payable to nonresident alien dependents and other dependents shall hereafter be paid into the fund for aged residents.

To be admissible as evidence, any statement furnished an employer relative to a beneficiary's right to compensation must hereafter be in writing.

#### California

BY THE provisions of chapter 172, persons employed in the county schools are hereafter to be considered employees of the county for the purposes of workmen's compensation. The legislature, by chapter 423, provided for compensating public-safety employees receiving hernia injuries. In the case of members of the State highway patrol, injured in line of duty, chapter 449 entitles a member to leave of absence with pay for 1 year instead of compensation. For a disability period extending beyond this time, compensation is to be paid under the act from funds allocated to the California Department of Motor Vehicles. In this State a committee of five was authorized to investigate and report concerning the prevalence, etc., of the disease of silicosis.



## Colorado

THE Colorado Legislature, by chapter 225, has fixed a minimum weekly payment of \$5 for cases of temporary disability. Formerly it was provided that the minimum should be \$5 or full wages if less than \$5.

By chapter 224, a chief inspector of industries was designated in place of a coal-mine inspector at the same maximum salary.

## Connecticut

FOUR amendments to the workmen's compensation law were enacted in Connecticut in 1935. The word "physician" is hereafter to include a chiropractor (ch. 179). By the provisions of chapter 252, compensation benefits are payable for 208 weeks for loss of sight of one eye, or the reduction in one eye to one-tenth or less of normal vision with glasses; formerly such benefits were limited to 156 weeks.

Other important changes included the defining of an occupational disease. There must be "manifestation of a symptom" in connection with an occupational disease. It has now been provided that its manifestation must be made clear to the employee claiming compensation, or to some person standing in relation to him, "that the knowledge of such a person would be imputed to him, in such a manner as is, or ought to be recognized by him as symptomatic of the occupational disease for which compensation is claimed." It was also provided that whenever there is a doubt as to the liability of two or more insurers, the commissioner be empowered to make his award against them.

Chapter 252 prescribes the duties of the chairman of the board of compensation commissioners and authorizes the payment of \$1,000 additional for his services.

## Florida

A WORKMEN'S compensation act was passed by Florida (ch. 17481, as amended ch. 17482 and ch. 17483), effective July 1, 1935.<sup>2</sup>

The act is a comprehensive one, covering all private employments having more than 3 employees, except domestic service, agricultural and horticultural farm labor, agricultural labor used in growing and harvesting cane sugar and its byproducts, tractor sawmills, other sawmills employing not more than 10 laborers, and occupations covered by the Federal Workmen's Compensation Act. Public employees (except elected officials), and employees of all public and quasi-public corporations, are also covered.

The act provides for the payment of compensation for injuries arising out of and in the course of employment, and such diseases or

<sup>2</sup> For a summary of the law, see Monthly Labor Review, July 1935 (p. 101).

injury as result from the injury. A waiting period of 14 days is required, except when the disability lasts for more than 28 days.

In case of death, compensation amounting to from 50 to 60 percent of the average weekly wage, but not more than \$18 nor less than \$4, shall be paid for a period of not more than 350 weeks. Burial expenses not exceeding \$150 are also payable.

The maximum compensation allowed is 60 percent of the weekly wages for a period of 350 weeks. For facial disfigurement the maximum allowed is \$2,000. Claims for disability must be filed within one year after the injury, and notice of the injury must be given within 30 days. In order to insure payment of compensation, the employer is required to take out insurance or to show his financial ability to become a self-insurer. The act is administered by an industrial commission of three members appointed by the Governor. Awards of the commission may be reviewed by the courts.

#### Georgia

THE workmen's compensation law of Georgia was amended by requiring insurance companies and persons or corporations engaged in writing workmen's compensation insurance to obtain permits from the department of industrial relations before engaging in business. (No. 95, p. 146.) The amendment authorized also the revocation of permits and provided penalties for violations of the act.

#### Hawaii

THE Workmen's Compensation Act of Hawaii was amended by omitting from the act the provision that in case the principal business of the employer or the owner of a vessel is carried on in another county, the board of the other county shall have jurisdiction of the injury.

#### Idaho

AN AMENDMENT was proposed to the Idaho constitution to give the supreme court original and appellate jurisdiction of appeals from orders of the industrial accident board, such appeals to be limited to questions of law (H. J. Res. No. 1, p. 377).

The Workmen's Compensation Act was amended (ch. 147) to provide that hereafter, \$1,000 must be paid into the State treasury in case no claim is filed within 1 year or dependency has not been proven. Chapter 129 changed the method of computing the average weekly wage when the employer's business is operated only partially during the year; hereafter that wage will be computed by multiplying the daily wage by the number of days the employee worked. Insurance carriers will be required (ch. 128) to pay into the insurance fund semiannually 1 percent of the net premiums collected; penalties

are provided for violations, and employers are required to submit statement as to the number of employees and wages paid. By enactment at an extra session of the legislature (ch. 5), the Workmen's Compensation Act is extended to cover work-relief employees

#### Illinois

SEVERAL amendments were made in the Illinois Workmen's Compensation Act. Its coverage was enlarged to include employees of the University of Illinois except members of the instructional research, and administrative staff, not actually engaged in extra hazardous work (p. 840).

An important amendment to the act authorized the same compensation for serious and permanent disfigurement to the neck as was formerly allowed for injury to the hand, head, and face (p. 842). The surgeon furnished by the employer must furnish the employee with a report of his examination at least 48 hours before the hearing (p. 860).

Two changes were made in reference to the furnishing of bonds. Poor persons may not be required to furnish bond and pay costs in obtaining court reviews, etc., but if an award is given to the employee such costs shall be deducted from the award (p. 850). The State counties, municipalities, etc., with a population of over 500,000, are not required to furnish bond in certain appeal proceedings (p. 862).

To assure payment of compensation, the industrial commission was granted authority to require satisfactory insurance or security by the employer (p. 858).

The provisions relating to injuries caused by third parties were amended (p. 842) to provide that if the employee agrees to accept compensation, the employer has a claim against him for the amount he may obtain from the third party. The employer may sue the third party only if the employee does not do so within 3 months before the expiration of the period set by the statute of limitations.

#### Indiana

Two new laws relating to the general subject of workmen's compensation were passed in Indiana. By chapter 323, a workmen's compensation rating bureau was established (composed of insurance companies engaged in writing workmen's compensation insurance), whose duty it will be to establish minimum premiums for such insurance. Chapter 249 provided that persons on relief are outside the workmen's compensation law, but in case of injury shall receive relief, as shall also their dependents in case of death. Persons who are not on relief but are working on public works are considered to be public employees, and as such are entitled to the same compensation.



## Iowa

IN THIS State the legislature declared (ch. 10) the operation of coal mines to be an extrahazardous employment and required that operators must hereafter obtain workmen's compensation insurance.

## Kansas

THE coverage of the law was enlarged by chapter 202 so as to permit the State highway commission, counties, and cities, and school, sewer, and drainage districts, to elect to come within the provisions of the act. A number of government agencies had filed elections to operate under the act, but the supreme court held that such agencies were not authorized by the law to make such elections. As a result of this decision the commission of labor and industry ruled that any government agency desiring to operate under the Workmen's Compensation Act must file a new election under the provisions of chapter 202.

## Maryland

THE legislature increased the number of members of the State industrial commission from three to five, reduced their term of office from 6 to 5 years (ch. 264) and reduced the salary of the chairman to \$5,500 (ch. 297). By a joint resolution (no. 16) the legislature authorized the appointment of a commission to investigate the subject of occupational diseases. A merit rating system was established in this State by chapter 451.

By chapter 487<sup>3</sup> the provisions of the law in reference to hernia were amended. The employee is now required to report the injury to the employer within 10 days instead of 48 hours as formerly. The period during which compensation is allowed, where no surgical operation is required, was extended to 52 weeks, and several new provisions in reference to the proof required in hernia cases were also adopted.

It is now provided, by chapter 236, that the industrial commission may not make a final order or award except after a hearing or with the consent of the parties. It is also provided that application for modification of a final award must be made within 3 years after such award, and in case of an award designated as not final, applications for additional awards must be made within 3 years after the last payment.

The provision of the law in reference to appeals was changed to allow the court to consider all facts involved in the case, and to provide that the proceedings shall be informal and summary (ch. 545). Notice of injury given by the employee to the employer need not be in writing, and in case notice is not given within the required time, the

<sup>3</sup> This act has been held unconstitutional by the State attorney general.

burden is on the employer or insurer to show that he has been prejudiced by such failure to give notice (ch. 475). The time within which a claim for compensation must be filed is extended from 30 to 60 days (ch. 237). It was also provided by this chapter that where failure to file a claim within 1 year was due to fraud or to circumstances amounting to an estoppel, the filing time may be extended 1 year.

Other acts passed by the Maryland Legislature included an amendment to the law in reference to the collection of defaulted accounts due the State accident fund (ch. 381).

#### Massachusetts

THE Massachusetts Workmen's Compensation Act was amended by a number of acts. Chapter 328 authorized the payment of a fee of 50 cents for each report by a physician concerning occupational diseases, and it also provided that such report shall not be subject to summons nor shall its contents be made public. However, chapter 340 provided that hospital reports, etc., if on file with the department may be open to inspection of any party. Another amendment (ch. 339) provided that employers refusing or neglecting to make any report required after notice to do so by the department shall be punished by a fine. Another new provision (ch. 359) required every uninsured employer of more than five persons to make a report.

Chapter 406 provided that compensation is payable even though the employee is not injured in the course of employment but is performing duties outside of the course of his employment at the direction of his employer. An employee injured by reason of his misconduct shall not receive compensation but such misconduct shall not bar compensation to his dependents in case the injury results in death (ch. 331). A provision was added to the law, requiring that compensation shall not be discontinued until after a personal interview with the employee by a member of the department, or unless the employee fails to report or submit to such examination or interview after reasonable notice by the department (ch. 372). An employee suffering from an industrial disease may hereafter have his case referred to industrial-disease referees (ch. 424).

Chapter 332 further defined "average weekly wages", and provided that in the case of an employee working in the concurrent service of more than one insured employer, his total earnings from the several insured employers shall be considered in determining his average weekly wages. A flat amount of \$10 weekly for all injuries specified was authorized by chapter 333, instead of, as formerly, a maximum of \$10 and a minimum of \$4. The provision of the law relative to the reopening of certain cases under the Workmen's Compensation

Act was repealed insofar as the provision was retroactive to January 1, 1925 (ch. 351). By a new provision (ch. 364) the employer and insurer may agree, or the board may upon review find that the disability is total and permanent, and compensation is payable after the period of award for total or partial disability. This amendment also establishes a method of determining the amount payable.

It was provided that if a dependent parent should die, leaving the other parent surviving, the surviving parent shall succeed to the rights of the deceased parent, provided the child was living with such surviving parent at the time of the injury resulting in the death of such child (ch. 361).

Other amendments included a change in the law relative to appeals (ch. 484); an amendment requiring insurance companies to pay \$250 to the Commonwealth in cases in which there are no dependents of the deceased employee (ch. 395); and a new provision (ch. 425) safeguarding and extending the law, by making void certain contracts of insurance which do not adequately insure the payment of the compensation provided for by the act.

#### Michigan

SEVERAL amendments to the Workmen's Compensation Act were adopted by the Michigan Legislature at its 1935 session. Act 164 provided for the appointment of a commission to study the problem of occupational diseases and to report its findings to the next legislature, together with the draft of a law to cover occupational diseases.

The provisions of the law in reference to lump-sum payments were changed, to require that a petition must accompany any agreement made by the employer and employee for the payment of such sum. In such cases the Michigan Department of Labor and Industry may require a hearing, and no review of weekly payments may be made when the liability is redeemed by the payment of a lump sum (Act 148).

Act No. 130 provided that the amount allowed for burial expenses alone may be as much as \$200. Formerly this sum was the maximum amount authorized for both the expenses of the last sickness and the burial expenses. Another amendment provided that if the employer obtains a statement from an injured employee to be used as evidence against him, a copy of the statement must be given the employee at the time it is taken (Act 24).

Payment of compensation to dependents of members of the National Guard will hereafter be taken care of by provisions of Act No. 155.

#### Minnesota

THE insurance carriers in this State were made jointly liable for the payment of unpaid awards whenever a carrier has become insolvent, the assessments to be made by the rating bureau (ch. 103). The



second-injury fund is to be maintained by the payment, in permanent partial disability cases, of a sum equal to 1 percent of the total compensation paid for such disability (ch. 311). The settlement of claims by employees and the employer may be effected, provided it is in writing and subject to approval by the commission (ch. 313).

The Minnesota act was made applicable by chapter 315 to highway-department employees. Other acts amending the basic compensation law included chapter 314, providing that the employee or dependent is entitled to an entry of judgment only for the amount of the award payable to him. Chapter 74 excluded workmen's compensation insurance from the regulations governing health and accident insurance.

#### Montana

IN Montana (ch. 34) claims for compensation may hereafter be filed within 12 months after the injury, instead of within 6 months as formerly. A major dependent was redefined, to include the father or the mother, instead of both, as formerly (ch. 58). By a new act (ch. 101) it was provided that any public officer engaged in a hazardous occupation, and injured since August 1, 1932, shall have 3 years from the date of the accident in which to file his claim. A method of collecting delinquent claims due the industrial accident board was provided by chapter 201, and the board was authorized to cancel the employer's right to operate under the compensation act.

A new act was passed (ch. 65) authorizing compensation to volunteer firemen and creating a volunteer firemen's compensation fund. This act specifies the compensation to be paid for injuries received while on duty. The law is to be administered by the industrial accident board, and the volunteer firemen's compensation fund is to be maintained by deposits of 5 percent of the premium taxes collected from fire insurance companies.

#### Nebraska

THE law of Nebraska was considerably changed by chapter 57 of the 1935 Acts which created a workmen's compensation court to administer the act and abolished the office of compensation commissioner. The court is to be composed of three judges, one of whom must be an attorney at law, one a representative of the employers, and one a representative of organized labor and affiliated with the American Federation of Labor. All disputed claims for workmen's compensation are to be submitted to the court, and its judgment or award, or that of any judge of the court, may be filed with the district court of any county upon payment of a fee of \$1, whereupon such order will have the force and effect of a judgment of the district court. Either party may appeal from a decision of the compensation court.

Hereafter, by the same act, a self-insuring employer will be required to pay to the compensation court 2 percent of the prevailing premium rate which would otherwise be paid to an insurance carrier. Foreign insurance carriers will be required to pay a tax of 2 percent of the premiums, and domestic insurance carriers must pay 4 mills. Insurance carriers are required to file with the director of insurance an annual statement of the amount of compensation insurance business transacted.

Other amendments made by chapter 57 reduced from \$12 to \$10 the maximum weekly payments allowed after the first 300 weeks of compensation; barred benefits to workmen leaving their line of duty or hours of employment on their own volition and for purposes of their own; provided for benefits for occupational diseases arising out of and during the course of employment in smelting or metal-refining industries, and for compensation for a period not exceeding 325 weeks to dependents in fatal cases; and required the consent of the insurance carrier before the employer and employee may settle claims for compensation.

#### Nevada

THE provision of the Nevada Workmen's Compensation Act relating to the State insurance fund was amended by chapter 49. This amendment gave the industrial commission (subject to the approval of certain officials) power to designate banks as collection depositories, and the privilege to establish a revolving fund not to exceed \$3,000 to pay current administrative expenses. A trust fund of \$50,000 must be kept on deposit. The amendment also changed the regulations as to investment and withdrawal of funds and specified the procedure in case the bank in which the deposits are kept fails to pay the balance due. Another amendment (ch. 191) changed the method of selection of members of the industrial commission. Two members are hereafter to be appointed by the Governor, and the other member is to be appointed by the industrial commission board, consisting of the Governor, the attorney general, and the inspector of mines. Formerly all three members were appointed by the board.

In addition to the amendments to the Workmen's Compensation Act, an act was passed (ch. 188) providing for relief to persons injured while working for the Nevada Emergency Relief Administration. Such persons will not be entitled to compensation under the provisions of the Workmen's Compensation Act, but in case of injury will continue to receive relief, as will also their dependents in case of death. Funeral expenses not exceeding \$100 will also be paid. The maximum compensation for permanent partial disability was limited to \$750, and for permanent total disability or death to \$1,500.

## New Hampshire

THE only legislation enacted by New Hampshire relating to the workmen's compensation law was a joint resolution (ch. 225) directing the establishment of a commission to study occupational diseases.

## New Jersey

CHAPTER 81, Acts of 1933 declared that employment on relief projects was casual employment and not compensable under the Workmen's Compensation Act. The act of 1935 (ch. 168) extended this provision until January 31, 1936.

For the better protection of workmen entitled to compensation, an act was passed (ch. 133) creating the stock workmen's compensation security fund and the mutual workmen's compensation security fund. In case of the insolvency of the insurance carrier, employees entitled to compensation will be paid from one of these funds. All insurance carriers must file statements showing the amount of compensation policies issued, renewed, or extended, and each carrier must pay to one of the funds an amount equal to 1 percent of its net written premiums for each 6-month period.

Chapter 231 empowered municipalities to establish workmen's compensation funds to be used for paying workmen's compensation to their employees. Such municipalities, however, may place their insurance with an authorized carrier instead of establishing such a fund.

## New York

MORE than 20 important amendments were made in the Workmen's Compensation Act of New York during 1935.

The coverage of the law was extended, authorizing municipalities to allow volunteer firemen the privilege of electing to come under the act (ch. 384), and to permit certain manual-training teachers, etc., the same privilege (ch. 327). The act was also extended to cover all occupational diseases (ch. 254).

It was provided by chapter 660 that in cases where the disability lasts for 35 days, compensation shall be retroactive to the date of disability. Provisions of the act in reference to the treatment and care of injured employees were considerably liberalized and enlarged (chs. 258 and 930). Double compensation and death benefits were authorized (ch. 603) for injured employees under 18 years of age employed in violation of rules adopted by the board pursuant to the labor law, and the loss of, or loss of use of two or more digits is to be considered a permanent partial disability (ch. 661). Two amendments were enacted in reference to appeals, one (ch. 680) allowing the board 60 days in which to file its findings, and the other (ch. 648) requiring that if the



Appellant withdraws his appeal he must pay \$10 to the attorney general as costs. The provisions of the workmen's compensation law in regard to the appointment of a guardian (ch. 552) and the provisions relative to the procedure and payment of compensation in certain claims (ch. 482) were also amended. The maximum amount payable for permanent or temporary partial disability was increased to \$25 weekly (ch. 849).

By chapter 255 it was provided that if any award, made on or after July 1, 1935, requires payment for total permanent disability or permanent partial disability resulting from certain specified injuries or for death benefits by an insurance carrier, the board shall compute the present value thereof and require payment of such amount into the aggregate trust fund, which shall assume responsibility for further payments.

Several amendments were enacted relative to security for compensation. The State fund was authorized (ch. 329) to issue self-insurers' insurance release policies. A division of self-insurance is established in the New York Department of Labor by chapter 656, which also provided that self-insurers are to be grouped into 4 classes. After July 1, 1938, an insurance carrier making payments to the insurance funds established by the act will not be required (ch. 255) to file the bond usually required of foreign carriers. Employers must furnish proper security when an issue of policy coverage is raised by the insurance carrier (ch. 780). Chapter 649 provided for method of collection of award in case an insurance carrier or self-insurer fails to pay it within 30 days.

The provisions of the act in reference to insurance were considerably changed by chapter 255. Two funds (the stock workmen's compensation security fund and the mutual workmen's compensation security fund) were established for the purpose of securing compensation for employments insured in insolvent insurance carriers. These funds are to be financed by the carriers by payments of 1 percent of the net premiums written. The law in reference to the State insurance fund (ch. 793) and the provisions of the insurance law in reference to the reserves required of mutual employer's liability and workmen's compensation insurance corporations were also amended (ch. 430).

A number of other minor amendments were made which are omitted here for lack of space.

#### North Carolina

A VERY important change was made in the workmen's compensation law of North Carolina. By chapter 123, 25 different types of occupational diseases were made compensable. This amendment also provided for the filing of claims, the manner of holding hearings, the amount of compensation to be paid, the physical examinations required, etc.

Another important change in the law was made by the enactment of an act (ch. 228) providing for the establishment of funds to insure security for the payment of benefits in the event of the insolvency of any insurance carrier. This act created two funds—the stock workmen's compensation security fund and the mutual workmen's compensation security fund. This provision is somewhat similar to that adopted in other States in 1935.

By chapter 150, acceptance of the Workmen's Compensation Act by the employer and employee is to be presumed in certain cases. The fact that the employer has insured his liability is *prima-facie* evidence that both parties have elected to be bound by the act. Chapter 76 authorized the North Carolina rating and inspection bureau to assign to any company writing compensation insurance in the State any risk which has been rejected by three companies when it appears such risk is entitled to coverage. Another amendment (ch. 131) provided that the division of standards and inspection shall make, promulgate, and enforce rules and regulations for the protection of employees from accident and occupational diseases, and shall issue certificates to employers complying with rules made by the division.

#### North Dakota

A NUMBER of changes in the Workmen's Compensation Act of North Dakota were made by chapter 286. The definition of an employee was changed to include poor-relief workers, and to exclude persons engaged in illegal occupations, as well as those injured as a result of voluntary intoxication. A limit was placed on all claims for disability or injuries received after March 7, 1929. The workmen's compensation bureau was empowered to grant partial lump-sum settlements. The salaries of the commissioners were reduced to \$2,240, and they must give a bond in the sum of \$5,000. Appeals relative to injuries received outside of the State are triable in the district court of Burleigh County. Notice of appeal must be served upon the workmen's compensation board by registered mail. Reasonable attorney's fee fixed by the court shall hereafter constitute the entire remuneration for the claimant's attorney. It was declared unlawful to employ anyone in a hazardous employment unless he was protected by workmen's compensation insurance.

Two other changes were made in the law by the enactment of new statutes. The workmen's compensation bureau was authorized (ch. 287) to carry compensation insurance on persons engaged on national recovery works projects, when the premiums are paid by the Federal Government. Payments heretofore made by the State or municipality for insurance premiums were validated by chapter 288, and the State or municipality was empowered to use any funds, except those raised by special levies, for the payment of the premiums.

## Ohio

A NEW act (H. B. 495) was passed by the Legislature of Ohio, providing for a system of workmen's compensation for public work relief employees injured or killed in the course of employment on public works. A special fund was created to finance the compensation payments required, and the benefits are to be paid out of this fund at the discretion of the industrial commission. Benefits for 1 week are to be limited to a maximum of \$18.75, the basis for computation to be the amount of work relief which would have been given to the injured person for the calendar week in which the injury or death occurred. The same payments are to be allowed for the various disabilities and death, as are authorized by the State workmen's compensation law. By Senate bill no. 59, the coverage of the act was extended to any member of a partnership, firm or association, regularly performing manual labor in or about a mine, factory or other establishment, except household establishment; such persons are to be considered workmen or operatives, in determining whether three or more persons are employed. By this amendment it was also provided that any employer who has paid his premium into the workmen's compensation fund, may enjoin the further operation of any employer who has failed to pay his premium.

## Oregon

IN Oregon many changes were made in the Workmen's Compensation Act during 1935. Some of the amendments merely changed the wording of the act and others were of slight importance. Only those acts which are of considerable interest are mentioned below.

By chapter 25 a new provision was added to the law, providing that an employer who has elected not to contribute to the industrial accident fund may recall such rejection at any time by filing a written notice. The coverage of the act was extended by defining some new occupations as hazardous; these included employees of laundries, engraving companies, etc., and salaried peace officers, temporary peace officers, and firemen (ch. 32). Another important amendment (ch. 46) provided that if a workman who has received compensation for a temporary disability is entitled to compensation for permanent disability by reason of the same injury, such compensation shall be in addition to the payments already received for the temporary disability. This chapter also provided that if a beneficiary has been a nonresident of the State for 2 years (formerly 1 year), payments may be converted into a lump sum.

If an employee or his beneficiaries do not file an election to recover damages from an employer or third party, he shall be deemed hereafter to have elected to take compensation under the act (ch. 47). Chapter



48 provided that when a workman's claim is denied in another jurisdiction because he was not subject to the act, he may file a claim for damages in Oregon within 60 days.

By another amendment (ch. 49) it was provided that if a workman is employed by two or more employers, one of whom is not subject to the act, the filing of a claim by such workman shall constitute an assignment to the commission of all rights, etc., he may have against the employer not subject to the act. The commission was given the right, by chapter 56, to declare any occupation hazardous upon proper hearing. The former provision in regard to the election by employees was repealed; hereafter, by chapter 61, if an employer is subject to the act as to any occupation, all workmen employed by him in such occupation shall be subject also to this act. Chapter 76 gave employers transporting goods by motor carrier the right to elect to be covered by the act, and chapter 83 provided that an employer's election to contribute to the fund when engaged in a nonhazardous occupation shall be deemed to be canceled upon the default of such employer.

Upon the death of a workman away from home, transportation may be paid in an amount up to \$50 (ch. 110). The same act provided that a child in the custody of a divorced wife who has remarried may be allowed \$8 a month until he is 18 years old. Employers letting contracts were made responsible, by chapter 113, for contributions to the fund until notice of such contract is given to the commission. The commission may recover from the employer if an employee is injured before the employer has given notice that he is engaged in a hazardous occupation (ch. 144).

As to mentally incompetent employees, a new provision (ch. 139) was enacted which allows a claim to be filed 60 days after the removal of the employee's incapacity, and gives beneficiaries of deceased employees 1 year after the fatal accident in which to file a claim.

Other important amendments included chapter 178, providing for transfer of an appeal when filed in the wrong court; chapter 388, authorizing the suspension of proceedings in certain personal injury litigation upon the filing of a statement that the employee was subject to the Workmen's Compensation Act; and chapter 392, providing a lien in favor of the commission for contributions due the fund and authorizing foreclosure.

Two new laws were also enacted. Chapter 213 authorized the commission to adjust or cancel claims arising between the date the insured employer filed written notice of his election to recall his acceptance of the act, and the date such notice became effective, while chapter 245 required all contractors doing public works to furnish their employees with medical, surgical, or hospital care.

## Pennsylvania

Two acts were passed in 1935 amending the workmen's compensation law of Pennsylvania—Act No. 412 permitting employers of persons engaged in domestic service or agriculture to elect to come within the provisions of the compensation act, and Act No. 305 amending the provisions of the law relative to the reserve required to be kept by insurance companies writing workmen's compensation insurance in this State.

## Puerto Rico

THE Workmen's Compensation Act of Puerto Rico was repealed and reenacted (ch. 45). The new law is similar to the old one in many respects, the more important changes being as follows:

Employers with four or more employees are compulsorily covered, but employers having from one to three employees may be voluntarily insured. When the manager of the State fund deems that medical services should be discontinued, the employee may appeal to the industrial commission. The minimum compensation allowed for temporary disability is set at \$1.50 per week, and the maximum \$10 (instead of from \$3 to \$15 as formerly). The loss of one eye is considered a permanent partial disability; the schedule for permanent partial disability allows 50 percent of wages which were received during the weeks specified in a table; and the act prescribes a method of determining permanent visual disabilities, etc.

The new law creates the office of manager of the State fund in the department of finance, and an industrial commission in the department of labor. It is the duty of the manager to administer the act, and attempt to settle compensation claims, etc. The industrial commission has a quasi-judicial status for the investigation and decision of all cases of disagreement. Every employer under the act must insure in the State insurance fund, and post notice of this fact. However, an employer of less than four employees may, through voluntary payment of the same premium, avail himself of the benefits of the act. The manager of the State insurance fund is required before July 1, 1936, and annually thereafter, to revise the schedule of classification and premium rates. The decision of the State insurance manager, in fixing premium rates for each group of occupations, is subject to review by the industrial commission upon petition of the employer affected.

## Rhode Island

ONLY one amendment to the Workmen's Compensation Act was enacted by the Rhode Island Legislature. This amendment (ch. 2204) changed the law in reference to the review by the superior court of an agreement or award, by providing that a compensation award

may be changed, effective from the date of entry of the decree, after review of the case. Formerly such change in the compensation was effective from the date of the application for review.

#### South Carolina

THE South Carolina Legislature passed a Workmen's Compensation Act (No. 601) <sup>4</sup> which in many respects is similar to the Florida law. The South Carolina law was approved by the Governor on July 17, 1935, and became effective September 1, 1935.

As in the Florida act, all public employees are covered, except elected officials. Private employments having more than 15 employees come under the law, but agriculture and domestic service are excepted, as well as a number of employments such as sawmills, planing mills, etc.

In order for an employee to receive compensation, the injury must have arisen out of and in the course of his employment, and any disease or infection must be such as would naturally or unavoidably result from such injury. A waiting period of 7 days is required, but in case of disability lasting more than 28 days, compensation will be allowed from the date of injury.

In case of death, funeral expenses of \$200 may be allowed, and compensation equal to 50 percent of the weekly wages, but not more than \$25 nor less than \$5, will be paid to the dependents. Smaller amounts are granted to partial dependents.

Compensation for disability varies according to the degree of disability. The period of payment ranges from 7½ to 500 weeks. The maximum weekly payment allowed is \$25 and the maximum recovery under the act is \$5,500.

The act is administered by an industrial commission of five members appointed by the Governor. Awards are made by the commission after a hearing and either party has the right to appeal to the courts.

#### Tennessee

IN ORDER to provide compensation for employees of the department of highways and public works and employees of the State highway patrol, Tennessee passed two acts (chs. 25 and 26) which authorized the board of claims to compensate the employees in these departments for injuries received in the course of their employment. It is provided, however, that settlements and awards are not to be made in amounts greater than that provided for similar injuries under the Workmen's Compensation Act.

<sup>4</sup> For summary of the act, see Monthly Labor Review for September 1935 (p. 649).



## Texas

THE only legislation pertaining to workmen's compensation in the state of Texas was a proposal to amend the constitution, authorizing the legislature to provide workmen's compensation insurance for state employees. This amendment will be voted upon in November 1936 (H. J. Res. No. 23, p. 1223).

## Vermont

IN Vermont the workmen's compensation law was made applicable to persons whose wages are paid, either in whole or in part, from funds furnished by the State or the Federal Government. The administrator of emergency relief must segregate the fund for the payment of compensation, medical, hospital, and burial expenses as the commissioner of industries may approve (ch. 162).

By the provisions of chapter 163, a person who has been prevented by fraud, accident, or mistake from entering an appeal within the time allowed by law, may be granted leave by the supreme or county court to enter the appeal within 2 years after the last date upon which appeal should have been filed. By the same act, the commissioner of industries may review an award in jurisdictional questions at the time the petition is presented.

## West Virginia

THE West Virginia law was amended by chapter 78. Medicine, crutches, and artificial limbs were added to the items classed as "medical aid." In case of disability lasting more than 21 days, compensation will be paid for the first week of disability. The payment of funeral expenses up to \$150 was made mandatory, and a total amount of \$800 may be spent for vocational rehabilitation. The loss of both feet or the use of such, and the loss of one hand and one foot were included in the list of permanent total disabilities.

In connection with second injuries, it was provided that if an employee has suffered the loss, or loss of use, of a hand, arm, foot, leg, or eye, and a subsequent injury was received while employed by the same employer, resulting in total permanent disability, credit must be allowed on the account of the subscriber for the permanent partial disability already received. If the subsequent injury was received while in the employ of another employer, the cost of the total permanent disability shall be paid by the commissioner after charging to such subscriber an amount equal to the permanent partial disability already received.

Death benefits shall be paid whenever the injury causes death within 6 years (instead of within 1 year, as formerly). Payments to an invalid child shall continue as long as the child remains an invalid.

At the time of making the original award the widow or widower must be advised of his rights in the event of remarriage. Compensation shall be paid to a widow or widower who has been abandoned within a period of 2 years for any cause which would not entitle him to an annulment, a separation, or a divorce. The claimant shall have the right of appeal from the decisions of the commissioner in cases of permanent disabilities not mentioned in the act. In computing the average weekly wage the time of injury shall mean 60 days, 6 months or 12 months immediately preceding the date of injury, whichever is most favorable to the employee.

The commissioner was empowered to accept application for compensation within 12 months from the date of injury (instead of 6 months, as before). If an employer had knowledge of an injury and failed to report it, the employee has an additional year within which to file his application.

In fatal cases, no claims shall be paid to nonresident aliens until the consular officer or his representative has been appointed personal representative of the deceased employee.

Further award may be made in fatal cases within 2 years, and in nonfatal cases within 3 years (instead of within 1 and 2 years, as formerly).

An attorney appearing for a claimant in any proceedings may file a copy of his contract and the commissioner shall protect him in the collection of his fees. Either party may now file objections to the commissioner's awards within 30 days (formerly 10), and the commissioner shall render final decisions within 60 days after the hearing.

A workmen's compensation appeal board was created, composed of three members appointed by the Governor. An appeal from the commissioner's decision may be directed to the board within 90 days after the action complained of, and the board must render a decision within 60 days after the filing of the appeal. Chapter 79 provided a plan for the payment of compensation for silicosis. A workmen's compensation silicosis fund was created, and employers may elect to pay premiums into the fund, or may directly compensate their employees contracting silicosis, or their dependents in the event of death.

#### Wisconsin

THE law of Wisconsin was amended by four acts. Chapter 465 extended coverage to include all officials, State or municipal, whether elected or appointed. No person other than a licensed attorney may hereafter appear before the commission on behalf of a claimant, unless he is a citizen and shall have obtained a license authorizing him to appear.

If an employee is suffering from an occupational disease caused by employment with an employer against whom an application is filed,

An award dismissing the application shall not bar any subsequent claim for disability sustained after the date of the award. Compensation shall begin on the fourth calendar day, exclusive of Sundays only, except that where disability lasts for less than 10 calendar days no compensation is payable for the first 3 calendar days, exclusive of Sundays.

The maximum amount payable into the State treasury, where there are no total dependents to receive the death benefit, was fixed at \$2,000 (formerly \$1,600). New methods were provided for computing the average earnings of the employee, and in the case of temporary disability the average weekly earnings shall be taken at not less than \$10.50 nor more than \$30, while for permanent disability or death the earnings shall be taken at not less than \$20 nor more than \$30. Chapters 465 and 488 provided that where an employee is discharged, at a wage loss, because he has a nondisabling silicosis, he may be allowed compensation not exceeding 70 percent of average annual earnings. Chapter 480 empowered the counties to assume compensation liability for employees on certain highway projects, and be reimbursed by the towns, villages, or cities undertaking the projects.

Chapter 485 created three workmen's compensation security funds (stock, mutual, and reciprocal) for the purpose of assuring to persons the benefits of compensation carried in insolvent carriers. The funds will be financed by a tax on the carriers of 1 percent of the earned premiums. The commissioner of insurance and the industrial commissioner will administer the fund.

#### Wyoming

By chapter 4, the Wyoming Legislature reenacted the provisions relating to compensation for hernia. The employee will not hereafter be required to prove that the appearance of hernia was accompanied by discoloration and evidences of tearing of the tissue.

Distilleries were added to the extrahazardous employments (ch. 100), and the coverage of the act was also extended to kitchen employees and waiters whose employment requires them to go to and from kitchens of hotels, restaurants, and bakeries.

The words "injuries sustained in extrahazardous employments" include death resulting from injury; injuries to employees as the result of their employment sustained while at work in or about the premises controlled by the employer; and injuries occurring while at work in places where the employer's business requires employee's presence or subjects him to extrahazardous duties. However, injuries not the result of the employer's negligence received going to and from work are not covered; nor are those caused by the willful act of a third



person, inflicted for personal reasons or because of the employee's employment; nor diseases except those directly resulting from an injury incurred in employment.

Boys are to be considered dependents until they are 18 years old (instead of 16 as formerly).

An application for a modification of an award, because of an increase or decrease of incapacity, or because of mistake or fraud, may be made to the court by either party after 1 year from date of the award.

Employers engaged in any extrahazardous occupations are required to pay an initial sum of \$50 upon commencing the work, and employers failing to pay the service and policing charge of not less than \$2 per month are required to pay an initial charge of \$5 upon resuming the same.

If an employee loses a member which can be replaced by an artificial appliance, such appliances, to a value not exceeding \$150, must be furnished.

In total and partial disability cases, a married employee is to be entitled to a monthly payment of \$60 without having, as formerly, to show that he was living with his wife and contributing to her support. Additional payments for dependent children may be granted for both boys and girls up to 18 years of age; formerly boys beyond 16 were not covered.

The allowance for burial expenses in fatal cases was increased to \$250. Payments for the benefit of male children were extended up to age 18. The following new provisions were added: In case of a death resulting from injury during period of temporary total disability, the total amount in excess of \$2,400 received by the injured workman during such disability prior to his death is to be deducted from the amounts payable to the widow or to the guardian of children under 18, but if the workman dies from the injury within 1 year from the date of award for permanent partial disability, compensation received by him prior to his death must be deducted from the amount payable to the widow (or guardian). In case the workman dies from the injury within 2 years from the date of receiving an award for permanent total disability, the compensation received by the workman in excess of \$2,000, prior to his death, is to be deducted from the amount of the award to the widow. If the workman leaves no surviving spouse or child under 18, but a surviving parent or parents, such parent, if living in the United States, shall receive a lump sum of \$1,500, and if a nonresident alien, a lump sum of \$500.

Lack of notice of injury by the employee shall not bar a claim for injury, if the employer had actual notice or knowledge of the injury. The time within which a claim must be filed was extended from 5 months to 1 year after the injury.

## Canada

A SUMMARY of the amendments to the workmen's compensation laws of the Canadian Provinces follows:

## Alberta

IN Alberta a resolution was passed recommending that a special commission of three members be appointed to review the workmen's compensation law and its administration. The commission may be composed of members of the legislature, and the resolution provides that the report shall be presented to the next session of that body.

## British Columbia

THE law of British Columbia was amended in two respects. Hereafter, the compensation for total disability may not be less than \$10 per week, or the average earnings (formerly, \$5 per week, or average earnings). Where it is inequitable to compute average earnings because employment has been casual or of short duration, compensation may be based on the average earnings of other workmen employed in the same or similar grade of work.

## New Brunswick

THE definition of "average earnings" was changed to provide that they shall be calculated on the daily, weekly, monthly, or regular remuneration, which the workman was receiving at the time of the injury, or received previously, whichever seems to the board to represent best the actual wage loss experienced by the workman. Application for compensation may now be made within a year after the injury (formerly 6 months) except in fatal cases where application must be made within 6 months from the time of death. If new evidence is received which the board believes will substantially affect the claim of the workman, any previous decisions or orders of the board may be rescinded, altered, or amended. Contested claims for compensation may be referred for review to a committee of three medical practitioners, one each to be selected by the injured workman and the employer, and the third to be chosen jointly by the employee and employer.

## Nova Scotia

THE Nova Scotia law was amended in several respects. A single member of the workmen's compensation board hereafter will be vested with all rights and privileges of a justice of the peace in the matter of enforcing the attendance of witnesses, the production of documents, and in punishing persons for contempt.

A change was made in that part of the law providing for adjustment of assessments, to deprive a former employer of any right, title, or interest in the accident fund after his employer relation ends. This amendment was made retroactive to January 1, 1917, but does not apply to existing litigation.

Any employer hereafter neglecting to report to the board an estimate of his pay roll will be required to pay to the board the full amount of compensation payable to an injured employee during the period of the default. In all cases the liability includes medical-aid benefits.

Another amendment provided that in addition to the recovery of penalties under the summary conviction act, or by an action brought by the board, the payment of penalties may also be enforced in the same manner as the payment of an assessment by judgment of a court upon the filing of a certificate by the board.

Every employer operating under part I of the act must keep in a time book the name of every workman, the date of employment, the rate of wages, the amount of bonus, or other remuneration, etc., paid by the employer.

Any person may convey an injured workman to a place where medical aid will be given, upon the failure of the employer to do so, and so claim reasonable charges. When any work within the scope of part I of the act is undertaken by a contractor, the person for whom the work is being done must notify the board within 7 days, giving the name and address of the contractor, the cost of the work and the probable length of time required to complete the work.

#### Ontario

AN Ontario act provided that members of the workmen's compensation board shall hold office during the pleasure of the Lieutenant Governor in Council, subject, however, to the existing rule that a commissioner shall retire at the age of 75 years. It was formerly held that a member of the board retained his office during good behavior, yet might be removed for cause at any time.

#### Quebec

A CHANGE in the law of Quebec made compensation payable where the injury lasts 7 days instead of 3 weeks. The workmen's compensation commission was empowered to bring action against a municipal, etc., corporation for an accident to a workman, within 12 months following the receipt of notice of the employees' election, provided such notice was communicated by the commission to the corporation within 30 days after the commission received notice of election. Compensation formerly was declared to be inalienable, and exempt



from seizure except where the commission permitted; the power of the commission in this regard was removed. An employer who has failed to notify the commission of the details of an accident is not only liable to pay the compensation and a fine, but also is liable to pay the cost of medical aid.

Dependent children or orphans may receive compensation up to the age of 18 instead of 16. The minimum benefits payable for an invalid husband or widow and one child or more were changed from \$12.50 a week to \$50 a month; if there are two or more children, the minimum is \$54.16 per month.

A section was added to the law permitting the commission to determine the proportion of the pay roll which shall be considered as general costs when an employer carries on several industries.

The minimum compensation for temporary or permanent total disability, which was reduced to \$10 a week in 1933, was restored to \$12.50 by the 1935 legislation.

#### Saskatchewan

THE Workmen's Compensation Act was amended by chapter 78, so as to permit the chairman of the workmen's compensation board to hold office during good behavior for a period of 10 years. The other commissioners hold office during the pleasure of the Lieutenant Governor in Council. The chairman may be removed for cause during that time by the legislative assembly. Previously all of the commissioners, including the chairman, held office for 10 years, and could be removed for cause.

## LABOR ORGANIZATIONS

### Reestablishment of A. F. of L. Building Trades Department

**A**FTER 18 months of disruption the Building Trades Department of the American Federation of Labor was reestablished by action of a delegate conference of all building-trades unions in the Federation, held in Washington, D. C., on March 25, 1936.<sup>1</sup> This action follows negotiations that have been in progress since the close of the 1935 convention of the American Federation of Labor; at that meeting a committee was appointed to devise a plan by which differences could be composed and the long-standing dispute ended. The delegate conference of March 25 was called to confirm the plan adopted by the adjustment committee. For the first time in several years all the building trades participated in the conference, and re-created a Building Trades Department in which all American Federation of Labor unions in the building industry will be represented.

Questions of jurisdiction (one of the points at issue) are to be decided through a single arbitrator, preferably a Federal judge. Whenever a jurisdictional conflict arises, building craftsmen are to continue at work pending the decision of the umpire. Cases will be referred to the arbitrator, however, only through the international officers of the unions of the trades in dispute. Hearings are to be held, with full opportunity for all interested to present evidence and to file briefs. Past decisions in jurisdiction cases will not be reopened and the arbitrator will determine whether questions presented to him have been covered in former decisions. The ruling of the arbitrator in any jurisdictional dispute referred to him shall be final and binding upon all unions.

Although two unions, the United Association of Journeymen Plumbers and Steamfitters, and the International Union of Elevator Constructors, voted against the arbitration plan, the indication pointed to a unified department. The Building Trades Department of the American Federation of Labor as it existed for a number of years prior to 1934 did not include the three largest building-trades organizations—the United Brotherhood of Carpenters and Joiners, the

<sup>1</sup> Based on reports of conference in American Federation of Labor Weekly News Service, Mar. 28, 1936, and New York Times, Mar. 26, 1936.

International Brotherhood of Electrical Workers, and the Bricklayers, Masons, and Plasterers' International Union. After 1934 the department itself split into two rival factions that went to the extreme of creating dual organizations, each one claiming authority to represent the building trades. This condition was ended by a court decision which declared both bodies illegally constituted. The reunited and reorganized body created at the March 1936 conference will be rechartered by the parent body as the Building Trades Department of the American Federation of Labor. Both of the former factions are represented on the executive council.

### Amalgamation of Japanese Labor Organizations

A NEW labor organization under the name of the National Federation of Japanese Labor (*Zen-nihon Rodo Sodomei*) was effected on January 15, 1936, through the amalgamation of the two principal trade-unions in that country—the General Federation of Japanese Labor (*Nihon Rodo Sodomei*) and the National Federation of Trade Unions (*Zenkoku Rodo Kumiai Domei*).

The members of the new Federation number nearly 100,000, making it the largest trade-union organization of the Empire aside from the Japanese Seamen's Union, to which it may be compared in both size and strength.

An inaugural meeting of the newly constituted body was held in Tokyo on the same day the amalgamation became effective. A brief account of the proceedings of this conference is given in Labor and Industrial Information of March 23, 1936, in which the policies of the National Federation of Japan Labor are set forth as follows:

- (1) The introduction of the 7-hour day and the 42-hour week;
- (2) The introduction of an unemployment-insurance system and the payment of living wages;
- (3) The introduction of national health insurance as well as invalidity and old-age pensions;
- (4) Amendments to the Factory Act, Mining Regulations, Health Insurance Act, Workers' Compensation Act, etc.;
- (5) The enactment of laws for the protection of young persons, women, and shop workers, and the establishment of a special court for transport workers;
- (6) Payment of identical wages for identical work;
- (7) Further extension of public employment exchanges and workers' participation in their administration;
- (8) Extension and unification of mutual-aid societies and various cooperative societies;
- (9) Workers' education at the public expense;
- (10) Increase of the workers' political influence by supporting the Social Mass Party;
- (11) Strengthening of the Asiatic Labor Congress and the promotion of international solidarity among workers, etc.



Among the measures urged for adoption were the following: The creation of a ministry of industry and labor with an advisory board including labor representation; State control of basic industries; the organization of small-scale industries into guilds; as emergency measures the control of dividend rates and the raising of wages to increase purchasing power; price regulation; the adoption of a trade-union act and a collective-agreement act and the amendment of the act regarding the conciliation of labor disputes; the creation of an industrial and labor court; protective provisions for skilled workers; early ratification or execution of the conventions and recommendations of the International Labor Office; the setting up of industrial cooperation committees representing workers, employers, consumers, and the State, presided over by the Minister concerned, the prefectural governor or a Governmental official appointed by either of them. "The development of the political power and the international solidarity of the workers" was also advocated.

# INDUSTRIAL DISPUTES

## Trend of Strikes<sup>1</sup>

**P**RELIMINARY information indicates an increase of approximately 9 percent in the number of strikes in March 1936 as compared with the previous month. There was a decrease, however, of about 29 percent as compared with March 1935 and about 22 percent as compared with March 1934. The number of workers involved in the strikes beginning in March was roughly equal to the number in the February strikes, 17 percent higher than in March 1935, but approximately 32 percent lower than in March 1934. There were more man-days of idleness due to strikes in March than in any month since October 1935, approximately 38 percent more than in March 1935, and 8 percent more than in March 1934.

An analysis of the strikes in March, based on detailed and verified information, will appear in the Monthly Labor Review for July 1936.

Trend of Strikes, January 1935 to March 1936

Month	Number of strikes					Workers involved in strikes—		Man-days idle during month
	Beginning—		In progress during month	Ended in month	In effect at end of month	Beginning in month	In progress during month	
	Prior to month	In month						
1935								
January.....	73	140	213	130	83	81,194	92,630	720,778
February.....	83	149	232	130	102	64,238	96,533	836,498
March.....	102	175	277	163	114	53,089	98,457	966,980
April.....	114	180	294	161	133	67,857	124,174	1,178,851
May.....	133	174	307	177	130	102,491	151,163	1,697,848
June.....	130	189	319	186	133	48,917	129,784	1,311,278
July.....	133	184	317	179	138	70,046	141,829	1,297,730
August.....	138	239	377	228	149	74,313	150,835	1,191,663
September.....	149	162	311	169	142	453,820	514,427	3,027,040
October.....	142	190	332	200	132	48,223	133,742	1,562,908
November.....	132	142	274	154	120	38,279	100,732	1,003,852
December.....	120	90	210	126	84	14,746	61,782	660,911
1936								
January.....	84	138	222	128	94	30,001	56,748	649,771
February <sup>1</sup> .....	94	115	209	101	108	66,000	96,000	825,000
March <sup>1</sup> .....	108	125	233	115	118	62,000	116,000	1,332,000

<sup>1</sup> Preliminary.

<sup>1</sup> The term "strike" is here used in the generic sense to include all stoppages of work due to labor disputes whether initiated by the employers (lockouts) or by the workers.

## Analysis of Strikes in January 1936

THERE were 222 strikes in progress in the United States during the month of January, of which 138 began in the month and 84 began sometime during 1935 but extended into January. The 222 strikes, in which 56,748 workers were involved, resulted in 649,771 man-days of idleness in January.

Of the 138 strikes beginning in January, 34 were in the textile industries, 13 were in the transportation and communication industries, 12 were in building and construction, and 11 were on relief and W. P. A. projects. The textile industries, with the largest number of strikes, also had more workers involved and more man-days of idleness than any other industrial group.

Table 1.—Strikes in January 1936, by Industry

Industry	Beginning in January		In progress during January		Man-days idle during January
	Number	Workers involved	Number	Workers involved	
<b>All industries</b> .....	<b>138</b>	<b>30,001</b>	<b>222</b>	<b>56,748</b>	<b>649,771</b>
<b>Iron and steel and their products, not including machinery</b> .....					
Blast furnaces, steel works, and rolling mills.....	5	967	8	1,230	21,105
Cast-iron pipe and fittings.....	1	180	1	180	3,600
Steam and hot-water heating apparatus and steam fittings.....	1	260	1	100	1,700
Stoves.....	1	500	1	260	780
Wirework.....			1	500	11,000
Other.....	2	27	1	140	3,640
<b>Machinery, not including transportation equipment</b> .....	2	27	3	50	385
Agricultural implements.....	2	516	2	516	3,190
Foundry and machine-shop products.....	1	166	1	166	2,490
<b>Transportation equipment</b> .....	1	350	1	350	700
Automobiles, bodies, and parts.....	2	1,850	7	6,760	108,720
Shipbuilding.....	2	1,850	5	4,910	64,670
<b>Nonferrous metals and their products</b> .....	2	1,850	2	1,850	44,050
Smelting and refining—copper, lead, and zinc.....	1	8	3	180	3,800
Other.....	1	8	1	105	2,310
<b>Lumber and allied products</b> .....	1	8	2	75	1,490
Furniture.....	6	695	11	1,292	20,132
Millwork and planing.....	1	130	4	233	3,064
Sawmills and logging camps.....	1	90	1	60	90
Other.....	3	337	4	457	7,252
<b>Stone, clay, and glass products</b> .....	1	138	2	512	9,746
Glass.....	2	3,525	4	4,469	94,864
Pottery.....	1	3,375	2	3,413	74,782
Other.....			1	906	19,932
<b>Textiles and their products</b> .....	1	150	1	150	150
Fabrics:	34	6,334	61	13,207	164,704
Carpets and rugs.....			1	1,606	19,272
Cotton goods.....	4	1,574	8	2,662	27,778
Dyeing and finishing textiles.....			1	145	435
Silk and rayon goods.....	6	1,791	12	2,447	28,509
Woolen and worsted goods.....	5	610	5	610	4,312
Other.....			2	138	2,580
<b>Wearing apparel:</b>					
Clothing, men's.....			2	275	6,050
Clothing, women's.....	8	408	15	1,103	17,869
Hats, caps, and millinery.....	1	147	1	147	147
Shirts and collars.....	1	270	2	1,000	15,540
Hosiery.....			2	1,350	27,700
Knit goods.....	4	751	4	751	9,517
Other.....	5	773	6	883	4,995



Table 1.—Strikes in January 1936, by Industry—Continued

Industry	Beginning in January		In progress during January		Man-days idle during January
	Number	Workers involved	Number	Workers involved	
<b>Leather and its manufactures</b> .....	<b>7</b>	<b>1,529</b>	<b>7</b>	<b>1,529</b>	<b>5,735</b>
Boots and shoes.....	4	819	4	819	3,167
Leather.....	1	600	1	600	1,200
Other leather goods.....	2	110	2	110	1,368
<b>Food and kindred products</b> .....	<b>9</b>	<b>1,131</b>	<b>15</b>	<b>3,041</b>	<b>36,731</b>
Baking.....	1	30	4	986	20,302
Beverages.....	1	675	1	675	3,750
Canning and preserving.....			1	200	2,400
Confectionery.....	4	233	4	233	1,153
Flour and grain mills.....	1	145	2	447	3,865
Slaughtering and meat packing.....	1	27	2	479	5,156
Other.....	1	21	1	21	105
<b>Paper and printing</b> .....	<b>4</b>	<b>81</b>	<b>7</b>	<b>351</b>	<b>899</b>
Boxes, paper.....	1	25	1	25	125
Paper and pulp.....			1	245	490
Printing and publishing: Newspapers and periodicals.....	1	12	2	26	134
Other.....	2	44	3	55	150
<b>Rubber products</b> .....	<b>2</b>	<b>750</b>	<b>2</b>	<b>750</b>	<b>3,250</b>
Rubber tires and inner tubes.....	1	500	1	500	2,000
Other rubber goods.....	1	250	1	250	1,250
<b>Miscellaneous manufacturing</b> .....	<b>3</b>	<b>186</b>	<b>4</b>	<b>262</b>	<b>2,360</b>
Electric light, power, and manufactured gas.....	1	49	1	49	49
Broom and brush.....			1	76	912
Other.....	2	137	2	137	1,399
<b>Extraction of minerals</b> .....	<b>6</b>	<b>2,611</b>	<b>11</b>	<b>8,778</b>	<b>63,778</b>
Coal mining, anthracite.....	2	1,001	2	1,001	7,562
Coal mining, bituminous.....	4	1,610	8	7,077	47,416
Quarrying and nonmetallic mining.....			1	700	8,800
<b>Transportation and communication</b> .....	<b>13</b>	<b>1,530</b>	<b>19</b>	<b>3,253</b>	<b>55,896</b>
Water transportation.....	8	1,283	13	2,956	53,310
Motor transportation.....	5	247	6	297	2,586
<b>Trade</b> .....	<b>6</b>	<b>271</b>	<b>12</b>	<b>801</b>	<b>11,026</b>
Retail.....	6	271	12	801	11,026
<b>Domestic and personal service</b> .....	<b>9</b>	<b>2,304</b>	<b>14</b>	<b>3,622</b>	<b>24,462</b>
Hotels, restaurants, and boarding houses.....	4	54	7	133	2,072
Laundries.....	4	250	6	1,489	18,390
Elevator and maintenance workers (when not attached to specific industry).....	1	2,000	1	2,000	4,000
<b>Professional service</b> .....	<b>2</b>	<b>55</b>	<b>3</b>	<b>165</b>	<b>495</b>
Recreation and amusement.....	2	55	2	55	55
Professional.....			1	110	440
<b>Building and construction</b> .....	<b>12</b>	<b>1,437</b>	<b>16</b>	<b>1,574</b>	<b>15,802</b>
Buildings, exclusive of P. W. A.....	7	521	9	558	4,350
All other construction (bridges, docks, etc., and P. W. A. buildings).....	5	916	7	1,016	11,452
<b>Agriculture, etc</b> .....			<b>1</b>	<b>100</b>	<b>200</b>
Fishing.....			1	100	200
<b>Relief work and W. P. A.</b> .....	<b>11</b>	<b>4,139</b>	<b>12</b>	<b>4,689</b>	<b>11,550</b>
<b>Other nonmanufacturing industries</b> .....	<b>2</b>	<b>92</b>	<b>3</b>	<b>179</b>	<b>1,052</b>

More than 40 percent of the strikes which began in January were in three States. New York, with 27, had the largest number, Pennsylvania had 19, and Massachusetts 14. There were more man-days of idleness in Pennsylvania because of strikes during January than in any other State.

The two interstate strikes which were in progress during January, as shown at the end of table 2, were the strike of seamen on steam schooners on the Pacific coast which began in December and ended on February 6, and the strike of glass workers in Pennsylvania, West Virginia, Arkansas, and Oklahoma which began January 1 and ended January 26.

Table 2.—Strikes in January 1936, by States

State	Beginning in January		In progress during January		Man-days idle during January
	Number	Workers involved	Number	Workers involved	
All States.....	138	30,001	222	56,748	649,771
Alabama.....	4	393	6	758	4,425
Arkansas.....	1	12	1	12	192
California.....	9	2,933	14	3,306	57,027
Connecticut.....	4	1,469	4	1,469	12,011
Delaware.....	1	40	1	40	120
District of Columbia.....	4	519	5	544	3,544
Georgia.....	1	110	1	110	1,210
Illinois.....	4	2,825	7	3,647	37,234
Indiana.....	1	28	4	1,064	17,932
Kansas.....	1	125	2	139	598
Kentucky.....			1	5,000	34,344
Maine.....	1	100	1	100	100
Maryland.....	2	176	3	276	1,498
Massachusetts.....	14	2,390	16	2,553	24,053
Michigan.....	4	954	5	4,354	46,978
Minnesota.....	4	332	7	1,845	35,140
Mississippi.....	1	105	2	215	1,490
Missouri.....	2	549	3	582	3,817
Montana.....	1	80	1	80	1,520
New Hampshire.....	1	242	1	242	726
New Jersey.....	6	431	13	2,456	28,280
New York.....	27	2,919	46	6,019	62,115
Ohio.....	5	1,017	13	3,677	36,979
Oklahoma.....			1	452	4,994
Oregon.....	4	210	4	210	2,300
Pennsylvania.....	19	5,119	33	6,714	63,639
Rhode Island.....			1	13	286
South Carolina.....			2	725	13,825
Tennessee.....	2	211	3	249	2,741
Texas.....	4	609	4	609	2,033
Vermont.....			1	700	8,800
Virginia.....	2	925	2	925	3,256
Washington.....	3	379	5	801	9,364
West Virginia.....	2	808	2	808	1,632
Wisconsin.....	3	616	5	1,179	6,218
Interstate.....	1	3,375	2	4,875	118,750

As indicated in table 3, more than half of the 138 strikes which began in January involved fewer than 100 workers each. None of them involved as many as 5,000. The average number of workers involved in the 138 strikes was 217.

Table 3.—Strikes Beginning in January 1936, Classified by Number of Workers Involved

Industrial group	Total	Number of strikes in which the number of workers involved was—				
		6 and under 20	20 and under 100	100 and under 500	500 and under 1,000	1,000 and under 5,000
All industries.....	138	23	50	46	15	4
<i>Manufacturing</i>						
Iron and steel and their products, not including machinery.....	5	2	—	2	1	—
Machinery, not including transportation equipment.....	2	—	—	2	—	—
Transportation equipment.....	2	—	—	1	—	1
Nonferrous metals and their products.....	1	1	—	—	—	—
Lumber and allied products.....	6	1	2	3	—	—
Stone, clay, and glass products.....	2	—	—	1	—	1
Textiles and their products.....	34	7	10	12	5	—
Leather and its manufactures.....	7	1	3	1	2	—
Food and kindred products.....	9	2	4	2	1	—
Paper and printing.....	4	1	3	—	—	—
Rubber products.....	2	—	—	1	1	—
Miscellaneous manufactures.....	3	—	2	1	—	—
<i>Nonmanufacturing</i>						
Extraction of minerals.....	6	—	—	3	3	—
Transportation and communication.....	13	1	6	6	—	—
Trade.....	6	2	3	1	—	—
Domestic and personal service.....	9	3	5	—	—	1
Professional service.....	2	1	—	—	—	—
Building and construction.....	12	—	7	5	—	—
Relief work and W. P. A.....	11	—	3	5	2	1
Other nonmanufacturing industries.....	2	1	1	—	—	—

In 45 percent of the strikes beginning in January the major issues were recognition and other organization matters. This group of strikes included only 24.1 percent of the total number of workers involved in all strikes. In 36.2 percent of the strikes, including slightly more than half of the total number of workers, wages and hours were the principal items in dispute.

The major issues in the 23 strikes, shown under "other" in table 4, involved such matters as delayed pay, unsafe working conditions, change in the wage payment system, work load, and methods of distributing work.

Table 4.—Major Issues Involved in Strikes Beginning in January 1936

Major issues	Strikes		Workers involved	
	Number	Percent of total	Number	Percent of total
All issues.....	138	100.0	30,001	100.0
<b>Wages and hours.....</b>	<b>50</b>	<b>36.2</b>	<b>15,444</b>	<b>51.5</b>
Wage increase.....	26	18.8	7,898	26.4
Wage decrease.....	12	8.8	3,555	11.8
Wage increase, hour decrease.....	6	4.3	3,495	11.6
Wage decrease, hour increase.....	4	2.9	291	1.0
Hour increase.....	2	1.4	205	.7
<b>Organization.....</b>	<b>62</b>	<b>45.0</b>	<b>7,225</b>	<b>24.1</b>
Recognition.....	14	10.2	1,362	4.5
Recognition and wages.....	9	6.5	904	3.0
Recognition and hours.....	1	.7	14	(1)
Recognition, wages, and hours.....	13	9.4	1,325	4.4
Closed shop.....	14	10.2	2,089	7.1
Discrimination in employment and discharge.....	11	8.0	1,531	5.1
<b>Miscellaneous.....</b>	<b>26</b>	<b>18.8</b>	<b>7,332</b>	<b>24.4</b>
Sympathy.....	2	1.4	427	1.4
Jurisdiction.....	1	.7	20	.1
Other.....	23	16.7	6,885	22.9

<sup>1</sup> Less than 1/10 of 1 percent.



The duration of the strikes ending in January, for each industrial group, is indicated in table 5.

The average duration of the 128 strikes ending in January was approximately 24 calendar days. Thirty-six percent of them lasted less than a week but at the other extreme there were 14 strikes which had been in progress for 3 months or more. Practically all of these were small strikes against individual companies.

Table 5.—Duration of Strikes Ending in January 1936

Industrial group	Total	Number of strikes with duration of—					
		Less than 1 week	1 week and less than 1½ month	½ and less than 1 month	1 and less than 2 months	2 and less than 3 months	3 months or more
All industries.....	128	46	35	16	13	4	1
<i>Manufacturing</i>							
Iron and steel and their products, not including machinery.....	5		2	1	1		
Machinery, not including transportation equipment.....	1	1					
Transportation equipment.....	2					1	
Nonferrous metals and their products.....	1	1					
Lumber and allied products.....	5			2	1	1	
Stone, clay, and glass products.....	2			2			
Textiles and their products.....	31	7	8	6	4	1	
Leather and its manufactures.....	6	2	2	1	1		
Food and kindred products.....	9	1	6				
Paper and printing.....	4		2	1		1	
Rubber products.....	2	2					
Miscellaneous manufactures.....	3	1	1	1			
<i>Nonmanufacturing</i>							
Extraction of minerals.....	6	3	2				
Transportation and communication.....	13	10	2		1		
Trade.....	6	2	1		2		
Domestic and personal service.....	8	4	1		1		
Professional service.....	3	2			1		
Building and construction.....	9	3	4	1	1		
Agriculture, etc.....	1		1				
Relief work and W. P. A.....	10	6	3	1			
Other nonmanufacturing industries.....	1	1					

Fifty-two of the 128 strikes ending in January were settled directly between the employers and representatives of the organized workers. Government conciliators and labor boards assisted the opposing parties in settling 31 strikes and 10 were settled directly between the employers and workers.

There were 25 strikes, as shown in table 6, which were terminated in January without any formal settlements—the workers simply returning to work without settlements or losing their jobs through replacement or discontinuation of operations.

Table 6.—Methods of Negotiating Settlements of Strikes Ending in January 1936

Negotiations toward settlements carried on by—	Strikes		Workers involved	
	Number	Percent of total	Number	Percent of total
Total.....	128	100.0	27,071	100.0
Employers and workers directly.....	10	7.8	1,227	4.5
Employers and representatives of organized workers directly.....	52	40.6	11,419	42.2
Government conciliators or labor boards.....	31	24.2	9,365	34.6
Private conciliators or arbitrators.....	2	1.6	467	1.7
Terminated without formal settlement.....	25	19.5	4,438	16.4
Not reported.....	8	6.3	155	.6

In tables 7 and 8 the 128 strikes ending in January are classified according to results. Half of the total number of workers involved in these strikes obtained essentially what they set out to gain, and an additional one-fourth of them obtained partial gains or compromises. The figures in table 8 indicate that the proportion of strikes over organization matters which resulted in substantial gains to the workers was slightly larger than the proportion of wage and hour disputes which were brought to successful conclusions from the workers' point of view.

Table 7.—Results of Strikes Ending in January 1936

Results	Strikes		Workers involved	
	Number	Percent of total	Number	Percent of total
Total.....	128	100.0	27,071	100.0
Substantial gains to workers.....	54	42.1	13,674	50.5
Partial gains or compromises.....	30	23.4	6,692	24.7
Little or no gains to workers.....	40	31.3	5,162	19.1
Jurisdictional or rival union settlements.....	2	1.6	36	.1
Undetermined.....	2	1.6	1,507	5.6

Table 8.—Results of Strikes Ending in January 1936 in Relation to Major Issues Involved

Major issues	Total	Number of strikes resulting in—				
		Substantial gains to workers	Partial gains or compromises	Little or no gains to workers	Jurisdictional or rival union settlements	Undetermined
All issues.....	128	54	30	40	2	2
<b>Wages and hours.....</b>	<b>42</b>	<b>16</b>	<b>11</b>	<b>15</b>		
Wage increase.....	18	7	5	6		
Wage decrease.....	14	3	3	8		
Wage increase, hour decrease.....	5	2	2	1		
Wage decrease, hour increase.....	3	2	1			
Hour increase.....	2	2				
<b>Organization.....</b>	<b>62</b>	<b>27</b>	<b>15</b>	<b>19</b>		<b>1</b>
Recognition.....	15	8	2	4		1
Recognition and wages.....	11	4	3	4		
Recognition and hours.....	1			1		
Recognition, wages, and hours.....	11	6	3	2		
Closed shop.....	15	6	5	4		
Discrimination in employment and discharge.....	9	3	2	4		
<b>Miscellaneous.....</b>	<b>24</b>	<b>11</b>	<b>4</b>	<b>6</b>	<b>2</b>	<b>1</b>
Sympathy.....	2	2				
Jurisdiction.....	2				2	
Other.....	20	9	4	6		1

## The Goodyear Tire & Rubber Co. Strike

THE far-reaching results of such a strike as that at the Goodyear Tire & Rubber Co. which terminated on March 21, 1936, cannot be foreseen immediately. The circumstances in which the strike was carried on and the method used are probably as significant as the immediate terms of settlement. Practically no violence took place during the 5 weeks in which the factory, employing 14,000 workers, was completely closed. Among the terms of settlement is the provision that hours in the tire and tube department shall not be increased beyond the maximum of 36 hours a week except by a vote of the employees.

The strike was the culmination of more than a year's unrest and union organization activities in the Akron rubber industry. Membership in rubber workers' unions<sup>1</sup> throughout the industry had been increasing for more than 2 years. In January 1934 one of the local unions filed a complaint with the National Labor Relations Board charging the Firestone Tire & Rubber Co. with having unlawfully interfered with the self-organization of its employees, in violation of section 7 (a) of the National Industrial Recovery Act. The Board ordered an election to determine which agency, the rubber workers' union or the employees' conference plan, the employees desired as their collective-bargaining agency.<sup>2</sup> The company immediately took the matter to court. Rubber workers who favored trade-unionism prepared for a city-wide strike of all rubber workers.

### April 1935 Agreement

THE strike was averted when representatives of the three big tire companies,<sup>3</sup> the rubber unions, and the president of the American Federation of Labor signed an agreement, after a 3 days' conference with the Secretary of Labor in Washington, which provided in part:

That the management would meet with the employees and with the chosen representatives of any group of employees for the purpose of adjusting grievances and negotiating hours, wages, and conditions of employment;

Pending final decisions in the cases before the courts, there should be no strikes, lockouts, or discrimination. However, if grievances were not settled satisfactorily they should be referred to a fact finding board of three members appointed by the Secretary of Labor. Failure of either party to follow the recommendations of the board released the other party from the promise not to call a strike or lockout.

<sup>1</sup> These were "Federal" rubber unions, directly affiliated with the American Federation of Labor. At a convention held in Akron, in September 1935, of representatives of all the 69 Federal rubber unions in the country, the United Rubber Workers of America was established and granted a charter by the executive council of the American Federation of Labor.

<sup>2</sup> United States, National Labor Relations Board, Decisions, vol. II, p. 291.

<sup>3</sup> Goodyear Tire & Rubber Co., B. F. Goodrich Rubber Co., and Firestone Tire & Rubber Co.



Pre-Strike Events <sup>4</sup>

THE Goodyear Tire & Rubber Co. is the largest concern in Akron, having 26 percent of the total tire-production capacity of the industry. Its workers have been organized into the Goodyear Industrial Assembly since 1919.<sup>5</sup>

Early in the depression (October 1930) the Goodyear Tire & Rubber Co. had adopted the 5-day week and 6-hour day as a means of spreading employment and had proclaimed that it had "pioneered the idea of the 5-day week and 6-hour day \* \* \* and was one of the first large American manufacturing concerns to subscribe whole-heartedly to the spirit of the N. I. R. A. by increasing wages and adding to its personnel."<sup>6</sup>

The code for the rubber-tire industry (effective Dec. 25, 1933) allowed for a 36-hour week, averaged over one calendar year, with a maximum of 8 hours in 24, and 42 hours in one week. The rubber manufacturing code provided for a workweek of 40 hours, with an additional allowance of 80 hours per year. In no week, however, was the time to exceed 48 hours. When the code became effective, the Goodyear Co. changed to the 8-hour shift in the production of its mechanical goods but maintained the 6-hour shift in its tire departments.

During the summer of 1935 the question of adjustments in piece rates and the lengthening of hours in the tire-production departments was raised. In August the Goodyear local of the United Rubber Workers of America asked the management to adopt the 30-hour week and 6-hour day for all departments, but obtained no results. On October 1, the industrial assembly passed a "joint bill" calling for the 6-hour day throughout the factory. This was vetoed by the management and about this time several departments were put on the 8-hour day. At its next meeting the industrial assembly passed another joint bill calling for a secret vote by all the employees to decide whether they preferred a 6- or 8-hour day. This was vetoed by the manager. By a two-thirds vote the assembly overrode the

<sup>4</sup> Data in this section are from the report of the Fact Finding Board, appointed by the Secretary of Labor, submitted Dec. 16, 1935.

<sup>5</sup> The plan for the Goodyear Industrial Assembly was ratified by Goodyear employees in 1919 by a very large vote. The plan provided for a house of representatives and a senate, modeled after the Federal Government. The assembly is composed of 40 representatives and 20 senators. All employees on the Goodyear factory pay roll the day preceding any election are eligible to vote. For the purpose of voting, the factory is divided into 10 separate districts. There are two senators elected in each district and one representative from each of the four precincts. The assemblymen are paid by the company for the time devoted to assembly duties.

Subject only to the right of the company's board of directors to veto or annul, the industrial assembly may legislate on all matters pertaining to working conditions. Every bill must pass both the house and the senate and must then be referred to the manager. If vetoed by the manager, a bill can be referred back to the assembly. With a two-thirds vote of both houses, the matter may be presented to the board of directors, which has final decision.

As an evidence of the interest shown by the employees in the assembly elections, the company states that 85 percent of the factory employees voted in the 1932 elections, and 90 percent in 1933.

<sup>6</sup> Goodyear Tire & Rubber Co., *The Company and The Man*, Akron, 1934.

manager's veto and appealed to the board of directors, which sustained the manager's veto.

On October 25, the company formally announced its changed policy to a flexible working schedule of 6 to 8 hours a day, and 24 to 40 hours a week, depending upon production needs, promising to make every effort to maintain an average of 36 hours' work per week for the entire year. At the same time, the company stated its intention of reducing average rates from about 95 cents per hour to about 92 cents per hour.

The United Rubber Workers and the local lodge of the International Association of Machinists considered such a change in policy, without negotiations or vote by the employees, to be in violation of the agreement signed in Washington the preceding April. They, thereupon, petitioned the Secretary of Labor to appoint a fact-finding board, as provided in the agreement. The Secretary complied with this request with the consent of the company.

This board held hearings in Akron and conferred with the management and representatives of all the employees' organizations concerned.

Its report, submitted December 16, 1935, stated among other things:

That the board found no justification for the proposed lengthening of hours;

That such a lengthening of hours would result in a material reduction in the number of workers unless the demand for tires greatly exceeded present estimates;

That there appeared to be no justification for extensive reductions in rates, particularly in view of improvement in business in general and advance in cost of living;

That in the present controversy involving hours, wages, and lay-offs, Goodyear management did not fairly enter into negotiations with employees or with any of their representatives, but merely gave notice concerning a change in policy, and that this was in violation of section 1 of the agreement of April 13, 1935;

That the Goodyear management in dealing with representatives of employees discriminated between American Federation of Labor unions and the Goodyear Industrial Assembly in references to notices, in freedom of contact with employees, in allowances for time spent on committee work, and in failure to give frank recognition to representatives of the unions as "chosen representatives of any group of employees", as provided in the agreement.

### The Strike

EARLY in February the large rubber companies in Akron experienced a series of "sit-down" strikes (i. e., strikes in which the workers in a section or department sit down at their places, refusing to work until the grievance is settled). Several of these strikes seem to have brought concessions from the managements; the first, by a group of pit workers at the Goodyear Co. in protest against a wage reduction, brought no results.

On February 14, 70 Goodyear men in the tire division were given lay-off notices, the company's reason being decreased production. Later the same day 137 men were dismissed when they engaged in a "sit-down" strike in protest against the lay-off.

The rubber workers' local immediately called mass meetings in protest against what they interpreted to be the company's plan of going on the 8-hour day and laying off large numbers of employees. The assembly also met and appointed a committee to ask the management to have the men rehired. The company granted the assembly's request to rehire the 137 men and to reconsider the indefinite suspension of the 70 men which precipitated the trouble.

This action by the company did not eliminate the difficulties, however, and on Tuesday (Feb. 18), when the morning shift of workers came on, a picket line kept most of them from entering plants 2 and 3. By Thursday massed picketing forced the closing of all the Goodyear plants and offices, the complete shut-down affecting 14,000 employees.

The company sought an injunction to break up the mass picketing, and asked the city and county authorities to have State troops called in. The Governor refused to send in the State militia as long as no violence had occurred. The court granted the injunction, however, limiting the number of pickets to 10 at each of the entrances. The sheriff read the injunction order to the assembled pickets but delayed its enforcement, indicating that his 20 deputies could not oppose thousands.

By this time the spontaneous "outlaw" strike had gained the attention of the general labor movement. The United Rubber Workers of America gave official sanction to the strike. The American Federation of Labor and the Committee for Industrial Organization<sup>7</sup> sent representatives and funds.

The strikers enlarged their demands to include union recognition as well as the 6-hour day. On March 1, the Central Labor Union appointed a committee with full power to call a general strike in Akron, if necessary to defend the Goodyear strikers. The same day the strikers rejected a proposal, offered by Federal conciliators and recommended by the union officials, that they return to work and have matters in dispute arbitrated. The union also refused an offer by the company to participate in a conference, to discuss wages, hours, and seniority, made up of equal representation by the company, the assembly, and the union. Its counter-proposal, rejected by the company, was a committee of equal representation from the company and the union, with the company privileged "to pick two of their representatives from the assembly", to discuss wages, hours, seniority, and working conditions.

<sup>7</sup> A committee within the American Federation of Labor, organized in November 1935 by officers of seven international unions and led by John L. Lewis, president of the United Mine Workers of America.



Several days later the company manager promised leaders of the assembly that the 36-hour maximum week would be the company's policy and that members of the "flying squadron"<sup>8</sup> would be deprived of their 2-year seniority preference. With these promises those who were not members of the union became more active in getting the plant reopened, appealing personally to the city and county officials and the Governor to provide militia for the removal of pickets. Police attempted to remove the picket "camps"<sup>9</sup> but were repulsed. Later the pickets voluntarily removed the camps.

On March 16, following a series of conferences between union and company representatives, the union membership by secret vote rejected another proposal because of its alleged vagueness with respect to negotiations through union officials and because the hour provision applied only to the tire division and left the way open for increasing hours. The union demanded, in addition to clarification of the negotiating clause, a flat 6-hour day, restoration of wage cuts and termination of financial assistance to the Goodyear Industrial Assembly.

The company considered this to be a flat rejection and withdrew its offer to take back all employees. Sentiment throughout the city became more intense, and for a few days it looked as though there might be bloodshed in a dispute which, for 4 weeks, had been virtually free from violence. Federal conciliators renewed their efforts for a peaceful settlement.

On March 21, another proposal was voted upon favorably at a mass meeting of union members. The agreement which ended the 5-week strike included the following points:

All employees enrolled as of February 12 to be returned to their jobs without discrimination;

The management will meet and deal with its employees individually or through duly chosen representatives for purposes of negotiation on all questions in which there is mutual interest;

Notice will be given to representatives of employees affected of changes in wage rates before they are posted or put into force;

The company will observe in the tire and tube division a 36-hour week and 6-hour daily shifts. Before any change is made in working hours, either daily or weekly, below 30 hours or above 36 hours per week, it will be arranged for by a vote of employees in the departments affected;

In all other departments the hours shall not exceed 40 nor be less than 30 per week unless arranged by vote of employees affected;

<sup>8</sup> A crew of specially trained, all-round workers who are changed from one operation to another, whenever needed, thus facilitating an even flow of production.

<sup>9</sup> Shanties or tents set up on the sidewalks at each factory entrance. Many of them were named and numbered, and received regular mail delivery service.



DURING March 1936, the Secretary of Labor, through the Conciliation Service, exercised her good offices in connection with 6 disputes, which affected a known total of 44,479 employees. Of these disputes, 47 were adjusted, 8 were referred to other agencies, 1 were settled by the parties at interest, 3 could not be adjusted, and 4 were still pending. The table following shows the name and location of the establishment or industry in which the dispute occurred, the nature of the dispute (whether strike or lockout, or controversy not having reached the strike or lockout stage), the craft or trade concerned, the cause of the dispute, its present status, the terms of settlement, the date of beginning and ending, and the number of workers directly and indirectly involved.

Labor Disputes Handled by Commissioners of Conciliation During March 1936

Company or industry and location	Nature of controversy	Craftsmen concerned	Cause of dispute	Present status and terms of settlement	Commissioner assigned	Assignment completed	Workers involved	
							Directly	Indirectly
Barney's Clothing Store, Philadelphia, Pa.	Strike.....	Clothing workers.....	Wages and discharges.....	Adjusted. Wages arbitrated; those discharged reinstated.	1936 Feb. 26	1936 Feb. 27	7	10
Fuller Manufacturing Co., Kalamazoo, Mich.	do.....	Foundry workers.....	Wages, closed shop, and seniority rights.	Adjusted. Agreed on arbitration.	Feb. 27	Mar. 5	19	229
Salamone, Inc., Bronx, New York.	Controversy.....	Concrete workers.....	Wages and violation of union regulations.	Adjusted. Agreed to abide by union agreement.	Jan. 10	Feb. 26	5	20
P. W. A. project, Spokane, Wash.	do.....	Engineers, carpenters, and other trades.	Asked union recognition and 6-day week.	Pending.....	Mar. 2	-----	42	23
Tennessee Coal, Iron & Railroad Co., Bessemer, Ala.	Threatened strike.	Red-ore miners.....	Asked union working conditions.	Adjusted. Satisfactory agreement.	Feb. 22	Mar. 15	2,200	8,500
Eisendrath Tannery, Racine, Wis.	Controversy.....	Leather workers.....	Violation of seniority rights.	do.....	Feb. 1	Mar. 3	365	10
Metal miners, Park City, Utah.	Threatened strike.	Metal miners.....	Asked 50-percent increase, closed shop, and check-off.	Adjusted. Satisfactory signed agreement.	Feb. 2	Mar. 9	277	21
Universal Exchange, New York City.	do.....	Film inspectors and patchers.	Asked union recognition.	Pending.....	Feb. 25	-----	42	-----
Massachusetts Gas Co., Everett, Mass.	Controversy.....	Workers on railroad track of company.	Union dispute.....	do.....	Feb. 29	-----	700	-----
Wholesale cleaners and dyers, Oakland, Calif.	do.....	Cleaners and dyers.....	Asked new agreement.	do.....	Feb. 27	-----	(1)	-----
Western Burlap Bag Co., Chicago, Ill.	Strike.....	Bag makers.....	Wage cuts on piece work.	Adjusted. Satisfactory wage adjustment.	Mar. 2	Mar. 5	37	12
Wagner Manufacturing Co., Sidney, Ohio.	Controversy.....	Employees.....	Working conditions.....	Pending.....	do.....	-----	(1)	-----
James B. Snipe & Co., Bowlers Hill, Pa.	Strike.....	Paint makers.....	Asked 10-percent wage increase.	Adjusted. Returned without increase; arbitration agreed on.	Jan. 27	Mar. 2	45	59
Mayflower Hotel, Washington, D. C.	Controversy.....	Waiters.....	Asked that waiters be employed through union.	Adjusted. Satisfactory settlement.	Feb. 10	do.....	50	150
Morgan Lithograph Co., Cleveland, Ohio.	do.....	Lithographers.....	Jurisdiction of lithographers and bill posters.	Unclassified. Settled by parties at interest.	Mar. 3	Mar. 17	50	-----
Shell Petroleum Corporation, Arkansas City, Kans.	do.....	Refinery workers.....	Election of committee to represent hourly workers.	Adjusted. Committee selected.	Feb. 13	Mar. 11	(1)	-----
Alpha Portland Cement Co., Martins Creek, Pa.	Strike.....	Cement workers.....	Added work without additional pay.	Adjusted. Satisfactory agreement.	Mar. 4	Mar. 5	200	-----
Pennsylvania Rubber Co., Jeannette, Pa.	do.....	Rubber workers.....	Working conditions.....	do.....	do.....	Mar. 9	(1)	-----
Home Packing Co., Terre Haute, Ind.	Threatened strike.	Meat packers.....	Asked increase; alleged discrimination.	Adjusted. Satisfactory arbitration.	Mar. 1	do.....	90	100
Palmer Match Co., Akron, Ohio.	Lockout.....	Match workers.....	Working conditions.	Pending.....	Mar. 5	-----	450	-----

Associated Seed Growers, Inc., Leroy, N. Y.

Strike.....

Bean pickers and sorters.

Asked interpretation of agreement.

Adjusted. Satisfactory interpretation of agreement.

Mar. 4

Mar. 17

275

4,000



Associated Seed Growers, Inc., Leroy, N. Y.	Threatened strike. Lockout.	Meat packers. Match workers.	Asked increase; alleged discrimination. Working conditions.	Adjusted. Pending.	Satisfactory arbitration.	Mar. 1.	Mar. 4.	Mar. 17.	Mar. 9.	(?)	100
Empire Case Goods Co., Jamestown, N. Y.	Controversy.	Furniture workers.	Wage cut.	Adjusted. Satisfactory interpretation of agreement.	Mar. 4.	Mar. 17.	Mar. 4.	Mar. 17.	Mar. 9.	(?)	100
Garment workers, Boston, Mass.	Strike.	Garment workers.	Asked wage increase and closed shop.	Adjusted. Increase in cotton goods, closed shop, 40-hour week, and arbitration board provided.	Feb. 26.	Mar. 12.	Mar. 26.	Mar. 12.	Mar. 9.	4,000	---
Piolet Scrap Iron & Metal Co., Chicago, Ill.	do.	Truck drivers.	Discharges in violation of agreement.	Adjusted. Discharged drivers reinstated.	Mar. 2.	Mar. 10.	Mar. 2.	Mar. 10.	Mar. 9.	2	---
Eastern Rolling Mill Co., Baltimore, Md.	do.	Mill workers.	Proposed wage cut of 10 percent.	Adjusted. Basic rates established; workers returned.	do.	Mar. 7.	do.	Mar. 7.	Mar. 9.	900	---
Lafayette Dress Co., Easton, Pa.	do.	Dress workers.	Hours and wages.	Unable to adjust. Negotiations by officials of company.	Mar. 4.	do.	Mar. 4.	do.	Mar. 9.	47	---
Telegraph Press, Inc., Harrisburg, Pa.	Lockout.	Printers.	Wage increase for compositors and pressmen.	Unclassified. Referred to other agencies.	do.	Mar. 23.	do.	Mar. 23.	Mar. 9.	136	150
Gordon Manufacturing Co., Kansas City, Mo.	Strike.	Dress workers.	Wage cuts and longer hours.	Adjusted. Wages restored, 40-hour week, and collective bargaining.	Feb. 25.	Mar. 14.	Feb. 25.	Mar. 14.	Mar. 9.	60	148
Black, White & Yellow Cabs, Terre Haute, Ind.	do.	Taxicab drivers.	Wages.	Pending.	Mar. 9.	---	Mar. 9.	---	Mar. 9.	100	---
Garment workers, Philadelphia, Pa.	do.	Garment workers.	Asked closed shop.	Adjusted. Signed closed-shop agreement.	Mar. 5.	Mar. 8.	Mar. 5.	Mar. 8.	Mar. 9.	35	---
Cuneo Press Co., Philadelphia, Pa.	Controversy.	Printers.	Working conditions.	Pending.	Mar. 6.	---	Mar. 6.	---	Mar. 9.	(?)	---
Watson Hat Co., Philadelphia, Pa.	Strike.	Hatters.	Asked \$2.25 per dozen.	Adjusted. Accepted \$1.75 per dozen and returned.	do.	Mar. 16.	do.	Mar. 16.	Mar. 9.	4	4
Greensburg Baking Co., Greensburg, Pa.	do.	Truck drivers.	Asked union recognition.	Unclassified. Secured union recognition before arrival of commissioner.	do.	Mar. 11.	do.	Mar. 11.	Mar. 9.	22	---
A. Lakin & Sons, Inc., Chicago, Ill.	do.	Tire patchers and liners.	Wages, hours, and conditions.	Pending.	Mar. 2.	---	Mar. 2.	---	Mar. 9.	40	20
Ocala Evening Star, Ocala, Fla.	Controversy.	Printers and job workers.	Discharge of union official.	Unable to adjust.	Mar. 10.	Mar. 25.	Mar. 10.	Mar. 25.	Mar. 9.	7	17
Panama-Pacific Steamship Co., West Coast.	Strike.	Sailors and engineers.	Working conditions.	Adjusted. Compromised.	Mar. 2.	Mar. 6.	Mar. 2.	Mar. 6.	Mar. 9.	300	100
Columbia Pictures Corp., New York City.	Threatened strike.	Film-exchange workers.	Union workers discharged.	Unclassified. Referred to National Labor Relations Board.	Mar. 9.	Mar. 10.	Mar. 9.	Mar. 10.	Mar. 9.	30	---
Seyler Lumber Co., Bluefields, W. Va.	Controversy.	Lumber workers.	Wages and discharged worker.	Adjusted. Reinstated worker with pay for lost time.	Mar. 10.	Mar. 16.	Mar. 10.	Mar. 16.	Mar. 9.	1	102
Housing project, Indianapolis, Ind.	Strike.	Carpenters and ironworkers.	Jurisdiction of steel-window work.	Pending.	Mar. 11.	---	Mar. 11.	---	Mar. 9.	400	---
W. F. Snyder & Sons Mining Co., Mercur, Utah.	Controversy.	Gold miners.	Discharges for union activity.	Adjusted. Reinstated after conferences.	Feb. 23.	Mar. 9.	Feb. 23.	Mar. 9.	Mar. 9.	50	5
Har-Lee Manufacturing Co., Fall River, Mass.	Threatened strike.	Garment makers.	Recognition and working conditions.	Adjusted. Satisfactory working conditions.	Mar. 12.	Mar. 20.	Mar. 12.	Mar. 20.	Mar. 9.	800	---
Newmarket Coal Co., Newmarket, Iowa.	Controversy.	Coal miners.	Alleged violation of bituminous coal agreement.	Pending.	Mar. 14.	---	Mar. 14.	---	Mar. 9.	45	---
Supreme Pants Corp., Bangor, Pa.	do.	Pants makers.	Asked increase.	Unclassified. Settled before arrival of commissioner.	Mar. 11.	Mar. 14.	Mar. 11.	Mar. 14.	Mar. 9.	40	---

1 Not yet reported.

Labor Disputes Handled by Commissioners of Conciliation During March 1936—Continued

Company or industry and location	Nature of controversy	Craftsmen concerned	Cause of dispute	Present status and terms of settlement	Commissioner assigned	Workers involved	
						Assignment completed	Directly involved
Dock workers, Baltimore, Md.	Threatened strike.	Dock workers.	Agreements and working conditions.	Adjusted. Strike averted and work continued.	1936 Mar. 10	1936 Mar. 16	3,500
Collier Advertising Service, Inc., New York City.	do.	Vending-machine service men.	Asked union recognition and collective bargaining.	Pending.	Mar. 12		104
Building laborers, Phoenix, Ariz.	Controversy.	Building laborers.	Asked wage increase.	Adjusted. Increased to 50 cents per hour.	Mar. 15	Mar. 18	12
National Pattern Manufacturing Co., Dayton, Ohio.	do.	Pattern makers.	Alleged discrimination.	Adjusted. Satisfactory agreement.	Feb. 1	Mar. 11	6
El Paso Electric Co., El Paso, Tex.	Strike.	Electrical workers.	Asked collective bargaining.	Unclassified. Referred to National Labor Relations Board.	Mar. 6	Mar. 12	60
P. W. A. projects, St. Louis and county, Mo.	do.	Building trades.	Protested wage scales.	Adjusted. Satisfactory settlement as to future rates.	Mar. 14	Apr. 2	1,000
B. I. B. Co., and Mandel & Cohen, New York City.	do.	Dry-goods workers.	Asked new agreement providing closed shop.	Unclassified. Referred to National Labor Relations Board.	Mar. 16	Mar. 28	195
P. W. A. projects, Brimfield, Ill.	do.	Building trades.	Refusal to pay union wages.	Adjusted. Union men employed at union wages.	Mar. 19	Mar. 24	35
Shell Petroleum Corp., Milwaukee, Wis.	Threatened strike.	Filling-station workers.	Protested leasing of stations.	Pending.	Mar. 14		10
Bantam Ball Bearing Co., South Bend, Ind.	Strike.	Makers of automobile parts.	Alleged violation of agreement.	Unable to adjust. Proposals for settlement refused.	Mar. 7	Mar. 27	235
S. Cohen & Sons, Baltimore, Md.	do.	Ladies' garment workers.	Discharges and refusal to bargain.	Unclassified. Referred to National Labor Relations Board.	Mar. 11	Mar. 23	53
Freihofer Bakeries, Philadelphia, Pa.	Controversy.	Drivers and bakers.	Asked increase, closed shop, and 40-hour week.	Pending. Strike averted and negotiations continued.	Jan. 10		483
Lancaster Iron Works, Lancaster, Pa.	Strike.	Ironworkers.	Asked increase of 10 cents per hour, union recognition, and reinstatement of those discharged.	Adjusted. Satisfactory agreement providing union recognition.	Mar. 19	Mar. 25	320
London Terrace Apartments, New York City.	Controversy.	Elevator operators.	Tenants asked that management furnish proper elevator service.	Adjusted. Signed agreement and employees returned to work.	do.	Mar. 20	300
Bakeries, Memphis, Tenn.	Threatened strike.	Bakery workers.	Wages, and discharges for union affiliation.	Pending.	do.		200
Model Dairy & Ice Cream Co., Terre Haute, Ind.	Controversy.	Dairy-products workers.	Discharge of worker.	do.	Mar. 17		50
Crown-Willamette Pulp & Paper Co., Seaside, Ore.	do.	Loggers.	Jurisdiction of certain workers.	do.	Mar. 9		266
Crown-Willamette Pulp & Paper Co., Cathlamet, Wash.	Strike.	Timber workers.	Sympathy with workers at Seaside, Ore.	do.	Mar. 11		280
Standard Shoe & Clogpatra Sandal Co., Philadelphia.	do.	Shoe workers.	Adjusted. Signed agreement and union recognition.	Adjusted. 40-hour week, and closed shop.	Mar. 19		3,400

Standard Shoe & Cleopatra Sandal Co., Philadelphia, Pa.	Threatened strike.	Shoe workers	Asked signed agreement and union recognition.	Adjusted. Shop.	Mar. 19	3,400	150
Mexican field workers, Los Angeles, Calif.	Controversy	Field workers	Asked increase	Pending	do	250	266
Beet sugar and walnut work- ers, San Bernardino, Calif.	Threatened strike.	Construction workers	Wages and working conditions	Adjusted. Satisfactory agreement.	Mar. 21	80	271
Virginia Engineering Co., Pensacola, Fla.	Strike	Theater workers	Alleged violation of agreement as to hours.	Adjusted. Union agreement; strikers reemployed.	do	4	13
Ritz Theater and Payne Theater, Gladewater, Tex.	do	Cleaners, etc.	Increased hours without increase in pay.	Pending	Mar. 23	170	
Cleaners, dyers, and drivers, Chicago, Ill.	Controversy	Stampers and enamel- ers.	Working conditions	Adjusted. Satisfactory settlement.	Mar. 18	(1)	
Republic Stamping and En- ameling Co., Canton, Ohio.	Strike	Plumbers	Objection to nonunion plumbers.	Pending	Mar. 24	132	
P. W. A. project, near Port- land, Oreg.	do	Woolen workers	Wages cut 10 percent	Adjusted. Increase of 3 cents per hour, seniority rights, 40-hour week, and union-shop commit- tee.	Apr. 2	200	10
L. B. Lockwood Woolen Mills, Cleveland, Ohio.	do	Glove workers	do	Pending	do		
Indianapolis Glove Co., Co- shoton, Ohio.	Controversy	Packing - house work- ers.	Asked union recognition	do	Feb. 29	150	
Folke Packing Co., Dayton, Ohio.	Strike	Undergarment makers	Wages, union recognition, and conditions.	Adjusted. Minimum wage \$14 per week, beginners \$8, 40-hour week, and closed-shop agree- ment.	Feb. 1	350	
B. & L. Undergarment Co., Inc., Easton, Pa.	do	Dress makers	Wage increase, shorter hours, and union shop.	Adjusted. Minimum wage \$14, beginners \$8, 35-hour week, and check-off.	Mar. 21	40	
Delaware Dress Co., Easton, Pa.	do	Sewer workers	Wage scales, and discrimination	Adjusted. Will pay stipulated wage and reinstate those dis- charged.	do	40	
P. W. A. project, Seattle, Wash.	Lockout	Bus drivers	Asked \$25 per week; all drivers discharged.	Adjusted. Will pay stipulated wage and reinstate those dis- charged.	Feb. 21	44	
Oglesby Bus Co., Oglesby, Ill.	Controversy	Teamsters and laborers	Objection to nonunion workers	Unclassified. State department of labor assumed jurisdiction.	Mar. 21	7	
P. W. A. project, Memphis, Tenn.	Threatened strike.	Cab drivers	Wages, closed shop, and mini- mum wage.	Unclassified. Referred to State department of labor.	Mar. 25	10	
Yellow Cab Co., Philadel- phia, Pa.	Strike.	Machinists and tool and die makers.	Wages, closed shop, and mini- mum wage.	Adjusted. No increase, closed shop, 9-hour day during July and August, and future arbitra- tion.	Mar. 9	1,200	
Atlantic Manufacturing Co., Philadelphia, Pa.	do	Pocketbook makers	Wages and union recognition	Adjusted. Time and a half for overtime, union recognition, and 40-hour week.	Feb. 6	60	
Paragon Leather Novelty Co., Newburgh, N. Y.	do	Bakers	Asked 25 percent increase, union recognition, and 40-hour week.	Pending	Mar. 23	150	
Bakers, Allentown, Pa.	do	Shoe workers	Discharges for union activities	do	Mar. 25	115	
Stanley Shoe Co., Philadel- phia, Pa.	do		Wages, hours, and closed shop	Adjusted. 15-percent increase, 44- hour week, and closed shop.	Mar. 22	600	
					Mar. 23		

1 Not yet reported.



Labor Disputes Handled by Commissioners of Conciliation During March 1936—Continued

Company or industry and location	Nature of controversy	Craftsmen concerned	Cause of dispute	Present status and terms of settlement	Commissioner assigned	Assignment completed	Workers involved	
							Directly	Indirectly
Common laborers, Rock Island and Moline, Ill., and Davenport, Iowa.	Threatened strike.	Laborers.....	Union recognition and working conditions.	Adjusted. Averted, pending further developments.	1936 Mar. 27	1936 Apr. 3	125	---
Retail stores and merchant tailors, St. Louis, Mo.	Strike.....	Journeyman tailors.....	Asked 20 percent increase, 40-hour week, and union recognition.	Pending.....	Mar. 31	---	102	150
Taylor Winfield Co., Warren, Ohio.	Threatened strike.	Machinists.....	Discharges and violation of seniority rights.	Adjusted. Reinstated, and joint committee selected to settle other differences.	Mar. 10	Apr. 3	75	70
H. H. Wood, Aurora, Ill.	do.....	do.....	Asked 5 cents per hour increase and new agreement.	Adjusted. Allowed 2 cents per hour increase and closed shop.	Mar. 26	Apr. 1	4	---
Strutwear Hosiery Co., Minneapolis, Minn.	Strike.....	Hosiery workers.....	Working conditions.....	Pending.....	Mar. 28	---	(1)	---
Black & Decker Co., Kent, Ohio.	Threatened strike.	Machinists.....	Asked increase.....	Adjusted. Continued without change until May 1.	Mar. 26	Apr. 1	300	25
Northwest Metal Products Co., Seattle, Wash.	Strike.....	Metal workers.....	Working conditions.....	Pending.....	Mar. 30	---	30	---
Whitecross Furniture Co., Perth Amboy, N. J.	do.....	Upholsterers.....	Asked 50 percent increase.....	Unclassified. Referred to regional board.	Mar. 16	Apr. 7	27	---
Jay Dee Manufacturing Co., Perkaskie, Pa.	do.....	Clothing workers.....	Wages and union recognition.....	Unclassified. Settled by parties at interest.	Mar. 27	Apr. 2	(1)	---
Trane Co., Lacrosse, Wis.	Threatened strike.	Employees.....	Discharges for union activity.....	Pending.....	Mar. 31	---	(1)	---
Music publishers, New York City.	Strike.....	Proofreaders, arrangers, and other workers.	Asked 35-hour week and wages ranging from \$50 to \$100 per week.	do.....	do.....	---	200	---
Cleveland Lumber Co., Jasper, Ala.	do.....	Lumber workers.....	Wages and conditions.....	do.....	Feb. 27	---	95	388
Carr Lumber Co., Jasper, Ala.	Threatened strike.	do.....	Proposed wage cut.....	do.....	Mar. 27	---	66	252
M. H. Harris, New York City.	do.....	Optometrists.....	Working conditions.....	do.....	Mar. 30	---	70	---
Total.....	---	---	---	---	---	---	27,638	16,841

1 Not yet reported.

## Review of Strikes<sup>1</sup> in 1935

THERE were 2,014 strikes in the United States in 1935—the largest number in any year since 1921. The number of workers involved in the 1935 strikes (1,117,213), however, was almost 350,000 less than in 1934, and the number of man-days idle due to strikes in 1935 (15,456,337) was 4 million less.

This article presents an analysis of strikes in 1935, showing classifications by months, industries, States, cities, number of workers involved, major issues involved, duration, methods of negotiating settlements, results, and types of labor organizations involved.

Comparative figures for the year 1934 were published in the Monthly Labor Review for January 1936. Figures for the years prior to 1934 are not at present available in a form corresponding with these classifications. The Bureau is now revising its statistics on strikes occurring since 1927 so that comparable data can be shown for each classification. (The data on hand are insufficient to attempt such revision for years preceding 1927.)

At the present time the Bureau obtains notices of strikes from 670 daily newspapers, labor papers, and trade journals. Questionnaires are then sent out to the parties involved in the dispute to obtain detailed and first-hand information. Data are also obtained from Federal and State labor boards and conciliation services.

Verified information was not obtained on 44 cases where notices of strikes appeared in the public press, and these cases are not included in this report. Some of them were undoubtedly only threatened strikes which did not materialize, and the remainder were probably small strikes of little significance. With the exception of these, it is believed that the following tables include all the strikes occurring in the United States during 1935 which lasted as long as 1 day, and in which six or more workers were involved.

### Monthly Trend

STRIKES in 1935 followed the usual seasonal trend, showing an increasing number in the spring and summer months, with a peak figure of 239 in August, and then a decline with the advent of cold weather.

Comparable figures on strikes in 1934 and 1935 by months are shown in table 1. In 1934 the month with the largest number of strikes was May (226); in 1935 it was August (239). The month with the fewest strikes in 1934 was February (94), and in 1935 it was December (90).

<sup>1</sup> The term "strike" is here used in the generic sense to include all stoppages of work due to labor disputes, whether initiated by the employers (lockouts) or by the workers.

In September of each year an unusually large number of employees were involved in strikes. This was due to the general textile strike in September 1934 and the short but widespread bituminous-coal strike in September 1935.

Table 1.—Strikes in 1934 and 1935, by Months

Month	Number of strikes—				Number of workers involved in strikes—				Man-days idle during month	
	Beginning in month		In progress during month		Beginning in month		In progress during month			
	1934	1935	1934	1935	1934	1935	1934	1935	1934	1935
Year.....	1, 856	2, 014	-----	-----	1, 466, 695	1, 117, 213	-----	-----	19, 591, 949	15, 456, 300
January.....	98	140	132	213	81, 650	81, 194	106, 734	92, 630	822, 400	720, 775
February.....	94	149	143	232	89, 562	64, 238	160, 713	96, 533	867, 912	836, 498
March.....	161	175	222	277	91, 559	53, 089	128, 886	98, 457	1, 237, 055	966, 988
April.....	210	180	283	294	185, 282	67, 857	229, 552	124, 174	2, 333, 230	1, 178, 800
May.....	226	174	329	307	145, 830	102, 491	234, 364	151, 163	1, 956, 868	1, 697, 840
June.....	165	189	276	319	56, 244	48, 917	119, 509	129, 784	1, 565, 601	1, 311, 270
July.....	151	184	277	317	180, 268	70, 046	250, 328	141, 829	2, 221, 663	1, 297, 730
August.....	183	239	297	377	80, 071	74, 313	162, 980	150, 835	2, 188, 239	1, 191, 000
September.....	150	162	259	311	423, 915	453, 820	480, 318	514, 427	4, 136, 108	3, 027, 000
October.....	187	190	297	332	69, 441	48, 223	104, 207	133, 742	909, 459	1, 562, 900
November.....	130	142	229	274	37, 869	38, 279	94, 494	100, 732	969, 061	1, 003, 800
December.....	101	90	201	210	25, 004	14, 746	73, 279	61, 782	384, 353	660, 900

## Industries Affected

APPROXIMATELY 25 percent (497) of the strikes in 1935 were in the textile industries, about two-fifths of these being in the fabrics industries and three-fifths in the clothing industries. The next highest industry group in number of strikes was the transportation and communication industries, which had 198. Building and construction industries experienced 139 strikes, trade 138, the lumber industries 135, and the food industries 103.

There were more workers involved and more man-days of idleness because of strikes in the mining industries than in any other group. This was due to the general strike of bituminous-coal miners in September 1935.

The "interindustry" strike listed in table 2 was a 1-day strike of organized workers in stove plants, shoe plants, and clothing factories at Belleville, Ill., protesting the hiring of nonunion men by the Illinois Power & Light Co. to fill the places of strikers. The general strike listed was the 2-day general strike at Terre Haute, Ind., in July in sympathy with striking workers of the Columbian Enameling & Stamping Co.



Table 2.—Strikes in 1935, by Industry

Industry	Number of strikes beginning in 1935	Number of workers involved	Man-days idle during 1935
<b>All industries</b>	<b>2,014</b>	<b>1,117,213</b>	<b>15,456,337</b>
<b>Iron and steel and their products, not including machinery</b>	<b>67</b>	<b>16,592</b>	<b>314,597</b>
Blast furnaces, steel works, and rolling mills	9	5,023	36,792
Bolts, nuts, washers, and rivets	3	1,314	68,458
Cast-iron pipe and fittings	5	954	22,721
Cutlery (not including silver and plated cutlery), and edge tools	5	1,004	12,773
Forgings, iron and steel	2	647	18,776
Hardware	1	120	1,020
Plumbers' supplies and fixtures	5	276	3,363
Steam and hot-water heating apparatus and steam fittings	3	618	2,866
Stoves	14	3,005	61,888
Structural and ornamental metal work	3	509	17,500
Tools (not including edge tools, machine tools, files, and saws) (hand tools)	1	66	1,054
Wirework	3	229	1,810
Other	13	2,827	65,576
<b>Machinery, not including transportation equipment</b>	<b>50</b>	<b>16,159</b>	<b>375,744</b>
Agricultural implements	4	3,302	143,274
Electrical machinery, apparatus, and supplies	11	3,782	82,978
Foundry and machine-shop products	21	2,323	18,051
Radio and phonographs	8	4,207	72,994
Textile machinery and parts	1	62	930
Typewriters and parts			2,600
Other	5	2,483	54,917
<b>Transportation equipment</b>	<b>42</b>	<b>35,216</b>	<b>612,700</b>
Aircraft	1	1,700	6,800
Automobiles, bodies and parts	34	31,642	335,794
Cars, electric- and steam-railroad	1	150	750
Shipbuilding	4	4,099	295,906
Other	2	625	3,450
<b>Nonferrous metals and their products</b>	<b>44</b>	<b>7,486</b>	<b>187,139</b>
Aluminum manufactures	3	232	7,099
Brass, bronze, and copper products	8	729	18,214
Jewelry	5	2,431	40,926
Lighting equipment	6	397	1,519
Silverware and plated ware	1	28	5,396
Smelting and refining—copper, lead, and zinc	6	1,179	20,888
Stamped and enameled ware	9	2,124	87,777
Other	6	366	5,320
<b>Lumber and allied products</b>	<b>135</b>	<b>62,707</b>	<b>1,818,012</b>
Furniture	64	14,229	214,049
Millwork and planing	15	3,928	60,510
Sawmills and logging camps	39	42,689	1,515,730
Other	17	1,861	27,723
<b>Stone, clay, and glass products</b>	<b>35</b>	<b>11,833</b>	<b>346,940</b>
Brick, tile, and terra cotta	14	3,691	187,927
Glass	7	5,400	58,753
Marble, granite, slate, and other products	2	255	2,890
Pottery	7	2,149	94,541
Other	5	338	2,829
<b>Textiles and their products</b>	<b>497</b>	<b>200,636</b>	<b>3,634,998</b>
Fabrics:			
Carpets and rugs	4	3,956	23,316
Cotton goods	44	25,105	946,190
Cotton small wares			4,950
Dyeing and finishing textiles	15	2,664	31,780
Silk and rayon goods	97	29,416	549,193
Woolen and worsted goods	30	11,446	222,969
Other	12	2,593	37,319
Wearing apparel:			
Clothing, men's	59	14,127	114,124
Clothing, women's	81	68,232	944,079
Corsets and allied garments	1	271	1,355
Men's furnishings	9	1,407	14,344
Hats, caps, and millinery	21	3,651	87,664
Shirts and collars	39	22,562	256,008
Hosiery	31	6,635	271,145
Knit goods	20	1,254	20,227
Other	34	7,317	110,325
<b>Leather and its manufactures</b>	<b>78</b>	<b>16,307</b>	<b>253,929</b>
Boots and shoes	57	11,099	174,369
Leather	7	2,571	13,151
Other leather goods	14	2,637	71,409

Table 2.—Strikes in 1935, by Industry—Continued

Industry	Number of strikes beginning in 1935	Number of workers involved	Man-days idle during 1935
<b>Food and kindred products</b> .....	<b>103</b>	<b>26,683</b>	<b>842,100</b>
Baking.....	38	12,998	565,540
Beverages.....	7	448	52,172
Canning and preserving.....	14	1,373	24,030
Confectionery.....	9	2,088	27,200
Flour and grain mills.....	7	739	23,600
Ice cream.....	1	22	25
Slaughtering and meat packing.....	15	4,564	111,720
Sugar beet.....	1	48	87
Sugar refining, cane.....	2	3,000	10,500
Other.....	9	1,403	26,000
<b>Tobacco manufactures</b> .....	<b>5</b>	<b>902</b>	<b>36,000</b>
Chewing and smoking tobacco and snuff.....	1	325	2,750
Cigars.....	4	577	33,250
<b>Paper and printing</b> .....	<b>52</b>	<b>5,025</b>	<b>134,440</b>
Boxes, paper.....	7	1,221	13,400
Paper and pulp.....	8	2,373	85,000
Printing and publishing:			
Book and job.....	9	406	22,100
Newspapers and periodicals.....	19	608	8,500
Other.....	9	417	4,410
<b>Chemicals and allied products</b> .....	<b>8</b>	<b>832</b>	<b>5,600</b>
Chemicals.....	2	634	4,300
Fertilizers.....	1	16	250
Paint and varnishes.....	3	90	400
Other.....	2	92	710
<b>Rubber products</b> .....	<b>7</b>	<b>1,308</b>	<b>18,900</b>
Rubber boots and shoes.....	2	210	600
Rubber tires and inner tubes.....	1	190	2,000
Other rubber goods.....	4	908	16,300
<b>Miscellaneous manufacturing</b> .....	<b>67</b>	<b>9,249</b>	<b>222,790</b>
Electric light, power, and manufactured gas.....	10	2,287	59,870
Broom and brush.....	2	124	2,800
Furriers and fur factories.....	20	1,620	38,170
Other.....	35	5,218	121,950
<b>Extraction of minerals</b> .....	<b>90</b>	<b>479,514</b>	<b>4,919,350</b>
Coal mining, anthracite.....	33	50,191	788,720
Coal mining, bituminous.....	42	420,574	2,971,440
Metalliferous mining.....	5	6,660	191,730
Quarrying and nonmetallic mining.....	6	1,809	64,200
Crude-petroleum producing.....	4	280	3,220
<b>Transportation and communication</b> .....	<b>198</b>	<b>64,225</b>	<b>959,440</b>
Water transportation.....	122	29,490	749,530
Motor transportation.....	64	33,850	202,300
Electric railroad.....	4	611	5,500
Steam railroad.....	1	28	50
Telephone and telegraph.....	3	39	90
Air transportation.....	1	69	1,800
Radio broadcasting and transmitting.....	3	138	410
<b>Trade</b> .....	<b>138</b>	<b>15,677</b>	<b>219,180</b>
Wholesale.....	23	2,979	43,840
Retail.....	115	12,698	175,340
<b>Domestic and personal service</b> .....	<b>93</b>	<b>29,065</b>	<b>281,470</b>
Hotels, restaurants, and boarding houses.....	47	1,954	32,900
Personal service, barbers, beauty parlors.....	5	1,400	10,800
Laundries.....	16	3,330	59,400
Dyeing, cleaning, and pressing.....	13	12,453	116,870
Elevator and maintenance workers (when not attached to specific industry).....	5	8,413	37,220
Other.....	7	1,515	24,100
<b>Professional service</b> .....	<b>23</b>	<b>1,922</b>	<b>15,630</b>
Recreation and amusement.....	18	1,660	7,390
Professional.....	3	156	2,810
Semiprofessional, attendants, and helpers.....	2	106	5,420
<b>Building and construction</b> .....	<b>139</b>	<b>17,915</b>	<b>181,630</b>
Buildings, exclusive of P. W. A.....	76	10,576	78,940
All other construction (bridges, docks, etc., and P. W. A. buildings).....	63	7,239	102,690
<b>Agriculture, etc.</b> .....	<b>29</b>	<b>24,211</b>	<b>474,300</b>
Agriculture.....	14	10,424	91,440
Fishing.....	10	9,323	334,870
Other.....	5	4,464	48,000
<b>Relief work and W. P. A.</b> .....	<b>95</b>	<b>41,153</b>	<b>492,340</b>
<b>Other nonmanufacturing industries</b> .....	<b>17</b>	<b>696</b>	<b>8,370</b>
Interindustry.....	1	3,000	3,000
General.....	1	26,000	52,000

## States Affected

EACH of seven States experienced more than 100 strikes during 1935; in fact, more than half of the total number of strikes in the United States were in these seven States. New York, with 349, had more strikes during the year than any other State. Next in order was Pennsylvania with 320, followed by Ohio with 173, California with 137, New Jersey with 123, Massachusetts with 110, and Illinois with 106. There were more workers involved and more man-days idleness because of strikes in Pennsylvania than in any other State. Of the 25 strikes (shown in table 3) which extended into two or more States, with the number of workers involved in each State unknown, 16 were small and would affect very little the figures for any State. None of them involved more than 500 workers and nearly all of them extended into States with a large number of strikes. The other 9 strikes included 13,650 of the 16,282 workers in this group of 25 strikes. Of these nine, three were maritime strikes affecting California, Oregon, and Washington; one was a strike of cotton pickers in the South, centering in Arkansas; two were strikes of truck drivers in New York and neighboring States; one was a strike in the neckwear-manufacturing industry in New York and New Jersey; one a strike in ribbon mills in New Jersey and Pennsylvania; and the other a strike in the wallpaper-manufacturing industry in Illinois, Indiana, and Pennsylvania.

Table 3.—Strikes in 1935, by States

State	Number of strikes beginning in 1935	Workers involved			Man-days idle during 1935	
		Number	Percent of total	Average per strike	Number	Percent of total
All States.....	2,014	1,117,213	100.0	555	15,456,337	100.0
Alabama.....	59	38,275	3.4	649	1,124,392	7.3
Arizona.....	2	260	(1)	130	6,650	(1)
Arkansas.....	7	6,371	.6	910	49,168	.3
California.....	137	29,487	2.6	215	479,677	3.1
Colorado.....	5	8,170	.7	1,634	56,764	.4
Connecticut.....	44	12,656	1.1	288	194,291	1.3
Delaware.....	2	345	(1)	173	1,965	(1)
District of Columbia.....	13	4,401	.4	339	10,521	.1
Florida.....	9	7,046	.6	783	290,070	1.9
Georgia.....	16	6,692	.6	418	182,236	1.2
Idaho.....	5	1,623	.1	325	6,373	(1)
Illinois.....	106	73,538	6.6	694	834,043	5.4
Indiana.....	41	46,448	4.2	1,133	350,207	2.3
Iowa.....	13	11,129	1.0	856	79,796	.5
Kansas.....	7	4,854	.4	693	39,507	.3
Kentucky.....	13	14,894	1.3	1,146	403,116	2.6
Louisiana.....	12	5,355	.5	446	138,251	.9
Maine.....	7	2,299	.2	328	25,717	.2
Maryland.....	27	9,456	.8	350	49,694	.3
Massachusetts.....	110	26,321	2.4	239	605,188	3.9
Michigan.....	55	17,226	1.5	313	187,325	1.2
Minnesota.....	35	6,028	.5	172	177,135	1.1
Mississippi.....	8	3,601	.3	450	62,378	.4
Missouri.....	45	16,438	1.5	365	230,291	1.5
Montana.....	7	2,130	.2	304	26,892	.2
Nebraska.....	2	282	(1)	141	2,613	(1)
Nevada.....	2	1,287	.1	644	12,888	.1

<sup>1</sup> Less than 1/10 of 1 percent.



Table 3.—Strikes in 1935, by States—Continued

State	Number of strikes beginning in 1935	Workers involved			Man-days idle during 1935	
		Number	Percent of total	Average per strike	Number	Percent of total
New Hampshire.....	8	1,547	0.1	193	30,844	0.2
New Jersey.....	123	47,233	4.2	384	1,090,083	7.1
New Mexico.....	3	2,504	.2	835	16,902	.1
New York.....	349	140,299	12.6	402	1,498,133	9.7
North Carolina.....	16	5,215	.5	326	46,893	.3
North Dakota.....	3	1,622	.1	541	7,861	.0
Ohio.....	173	88,620	7.9	512	1,301,504	8.4
Oklahoma.....	15	5,638	.5	376	121,450	.8
Oregon.....	21	13,829	1.2	659	539,201	3.5
Pennsylvania.....	320	245,189	21.9	766	2,326,961	15.1
Rhode Island.....	21	3,512	.3	167	79,622	.5
South Carolina.....	11	5,050	.5	459	183,760	1.2
South Dakota.....	3	2,522	.2	841	25,777	.2
Tennessee.....	27	4,145	.4	154	125,815	.8
Texas.....	24	7,615	.7	317	156,408	1.0
Utah.....	3	2,828	.3	943	13,692	.1
Vermont.....	6	1,960	.2	327	32,809	.2
Virginia.....	12	12,765	1.1	1,064	85,342	.5
Washington.....	61	33,830	3.0	555	1,043,066	6.7
West Virginia.....	17	104,431	9.3	6,143	570,426	3.7
Wisconsin.....	46	10,275	.9	223	266,703	1.7
Wyoming.....	2	3,690	.3	1,845	18,420	.1
Extended across State lines (unable to determine number of workers in each State).....	<sup>2</sup> 25	16,282	1.5	651	247,517	1.6

<sup>2</sup> The sum of this column is more than 2,014. This is due to the fact that 27 strikes which extended across State lines have been counted as separate strikes in each of the States affected, with the proper allocation of number of workers involved and man-days idle. In 25 of the total number which extended across State lines it was impossible to determine how many of the workers involved were employed in each of the various States into which the strike extended.

#### Cities Affected

FIGURES are shown in table 4 on strikes in 1934 and 1935 for each city which experienced as many as 10 strikes in either of those years. New York, with 201 in 1934 and 257 in 1935, experienced a much larger number of strikes in each of the 2 years than any other city in the country. Philadelphia, Cleveland, and Chicago were the next three cities in order of the number of strikes occurring in each of the 2 years. San Francisco had a large number of strikes each year; Detroit had a large number in 1934, but showed a significant decline in 1935, while Los Angeles experienced the opposite trend.

Because of the difficulty of classifying strikes by cities or other geographical areas, table 4 is presented in two sections. The first section shows for each city the strikes which were confined to that city. These figures do not tell the complete story for each city, however, because, in addition to strictly local strikes, most of the cities were affected by strikes which extended into two or more cities. There is no way of knowing for most of these intercity disputes the number of workers and man-days of idleness which should be allocated to each particular city. For this reason supplementary figures are shown in the second part of table 4 indicating the number and extent of intercity strikes in which the various

ities were involved; these are in addition to the local strikes shown in the first part of the table. New York, for example, was involved in 17 intercity strikes in 1935 in addition to the 257 strictly local strikes. In these 17 intercity strikes, 43,447 workers were involved and 741,857 man-days of idleness resulted, but no accurate statement can be made as to the number of these workers and man-days which should be allocated to the city of New York.

Table 4.—Strikes in 1934 and 1935 in Cities Which Had 10 or More Strikes in Either Year

City	Number of strikes beginning in—		Number of workers involved		Man-days idle during year	
	1934	1935	1934	1935	1934	1935
<i>Strictly local strikes</i>						
Akron.....	13	3	4,310	352	94,683	20,574
Baltimore.....	16	20	2,317	6,231	16,677	31,821
Birmingham.....	14	8	8,999	1,401	227,759	33,668
Boston.....	16	16	4,200	3,694	58,611	29,127
Buffalo.....	12	16	4,368	2,676	147,808	40,037
Chattanooga.....	11	8	2,755	434	45,221	16,772
Chicago.....	48	47	21,310	17,891	196,930	440,782
Cincinnati.....	13	17	2,382	6,288	57,289	95,834
Cleveland.....	67	66	30,727	28,490	428,956	538,022
Columbus.....	13	6	3,391	1,544	13,757	46,367
Detroit.....	44	26	16,954	6,514	227,542	113,968
Elizabeth, N. J.....	2	10	132	1,748	1,548	12,344
Fall River, Mass.....	12	7	6,385	632	45,774	1,844
Hartford, Conn.....	4	10	308	431	3,355	10,600
Kansas City, Mo.....	12	10	1,540	582	7,377	8,347
Los Angeles.....	18	42	4,738	3,790	60,994	70,938
Milwaukee.....	42	21	13,980	3,952	307,002	69,587
Minneapolis.....	12	16	19,127	2,706	258,404	131,320
Newark, N. J.....	22	13	2,399	4,406	51,205	134,878
New Bedford.....	11	4	2,191	545	10,814	6,061
New York (Greater).....	201	257	133,465	102,267	1,628,422	955,210
Paterson, N. J.....	7	18	1,541	16,661	26,815	282,044
Philadelphia.....	68	74	36,076	14,873	498,814	161,656
Pittsburgh.....	18	17	2,399	1,246	40,974	49,279
Portland, Oreg.....	16	10	2,807	403	25,207	7,970
Rochester.....	14	7	2,116	306	13,096	2,782
St. Louis.....	20	21	6,184	2,673	90,691	64,429
San Francisco (bay area).....	42	60	97,665	11,549	328,826	142,291
Seattle.....	6	22	331	3,340	1,291	33,918
Spartanburg, Pa.....	10	3	1,625	233	25,353	1,785
Terre Haute, Ind.....	7	10	1,082	27,896	12,055	135,855
Toledo.....	14	18	5,147	8,034	58,545	125,949
Washington, D. C.....	22	13	3,175	4,401	60,329	10,521
Worcester, Mass.....	2	11	220	468	3,968	3,838
York, Pa.....	11	5	1,384	272	23,013	8,802
<i>Intercity strikes <sup>1</sup></i>						
Akron.....	2	—	3,800	—	110,800	—
Baltimore.....	2	5	550	1,247	2,840	19,139
Birmingham.....	3	—	23,100	—	725,800	—
Boston.....	1	3	675	759	15,525	5,508
Buffalo.....	3	1	2,097	200	94,419	3,800
Chattanooga.....	—	1	—	158	—	3,634
Chicago.....	3	4	2,015	1,600	96,621	20,941
Cleveland.....	2	3	1,931	744	92,925	19,976
Columbus.....	2	—	1,700	—	41,800	—
Detroit.....	1	1	242	44	10,164	176

<sup>1</sup> Intercity strikes in which the listed cities were involved in addition to the strictly local strikes. It is impossible to determine how many of the total number of workers and man-days of idleness should be allocated to each particular city. The general textile strike of 1934 is not included in this table since it is impossible to get data on this strike by cities, and since such a small proportion of the total number of workers involved worked in any one of the cities listed.

Table 4.—Strikes in 1934 and 1935 in Cities Which Had 10 or More Strikes Either Year—Continued

City	Number of strikes beginning in—		Number of workers involved		Man-days idle during year	
	1934	1935	1934	1935	1934	1935
<i>Intercity strikes—Continued</i>						
Elizabeth, N. J.....	1	3	2,000	609	16,000	29,000
Jersey City.....	3	1	3,700	2,000	44,000	6,000
Kansas City.....	3	7	14,800	3,038	870,800	129,873
Los Angeles.....	3	1	3,765	13	129,873	10,000
Milwaukee.....	3	3	872	285,739	430,000	741,000
Minneapolis.....	6	6	20,347	6,564	1,008,710	10,000
Newark.....	6	17	43,330	43,447	675,000	508,000
New York.....	1	2	25,000	1,350	675,960	1,000
Paterson.....	2	4	25,080	23,739	825	1,000
Philadelphia.....	2	2	825	873,047	11,900	13,000
Pittsburgh.....	4	12	14,907	37,159	870,800	290,000
Portland (Oreg.).....	1	4	1,700	656	878,911	1,516,000
St. Louis.....	3	12	14,800	9,544	39,164	1,880
San Francisco (bay area).....	3	9	15,077	38,957	267,122	413,000
Seattle.....	5	1	27	11		
Terre Haute.....	3	2	1,742	594		
Toledo.....	1	1	470	11		
Washington.....	1	1				
Worcester.....	4	3	28,382	6,285		
York.....						

## Number of Workers

THE average number of workers involved in the 2,014 strikes which began in 1935 was 555. More than half of the strikes involve fewer than 100 workers each, but the average was raised considerably by the few large strikes of the year.

A distribution of the strikes in each industrial group according to the number of workers involved is shown in table 5. The 9 strikes each of which involved 10,000 or more workers were: The 1-day strike of 20,000 truck drivers in New York City in January; the general lumber strike in the Pacific Northwest which began in May; strikes in the clothing industries (shirt-manufacturing employees in New York, New Jersey, Connecticut, and Pennsylvania in January; cotton-garment workers in Chicago in February; and 2 strikes of dress-manufacturing workers, 1 in April which extended into New York, New Jersey, Connecticut, and Pennsylvania, and the other in September in New York City); the 2-day general strike in Terre Haute, Ind., in July; and 2 strikes in the coal-mining industry (the general bituminous strike of September and the strike of 20,000 miners in Alabama, whose failure to obtain a settlement at the close of the general bituminous strike developed into a strike of their own which lasted for nearly 2 months).



Table 5.—Strikes Beginning in 1935, Classified by Number of Workers Involved

Industrial group	Total	Number of strikes in which the number of workers involved was—						
		6 and under 20	20 and under 100	100 and under 500	500 and under 1,000	1,000 and under 5,000	5,000 and under 10,000	10,000 and over
All industries.....	2,014	340	755	639	143	113	15	9
<i>Manufacturing</i>								
Iron and steel and their products, not including machinery.....	67	4	25	28	6	4	—	—
Machinery, not including transportation equipment.....	50	3	24	14	5	4	—	—
Transportation equipment.....	42	—	7	19	7	8	1	—
Nonferrous metals and their products.....	44	6	17	19	1	1	—	—
Wood and allied products.....	135	17	49	49	14	5	—	1
Ceramic, clay, and glass products.....	35	3	14	14	2	2	—	—
Textiles and their products.....	497	50	187	192	34	26	4	4
Food and its manufactures.....	78	9	30	29	8	2	—	—
Chemical and kindred products.....	103	27	33	31	3	8	1	—
Leather manufactures.....	5	—	1	4	—	—	—	—
Printing and allied products.....	52	18	23	8	2	1	—	—
Chemicals and allied products.....	8	2	4	2	—	—	—	—
Other products.....	7	—	2	5	—	—	—	—
Miscellaneous manufactures.....	67	16	25	20	6	—	—	—
<i>Nonmanufacturing</i>								
Extraction of minerals.....	90	5	7	34	21	16	5	2
Transportation and communication.....	198	42	93	49	2	10	1	1
Trade.....	138	48	56	27	6	1	—	—
Domestic and personal service.....	93	36	32	13	6	4	2	—
Professional service.....	23	8	10	4	1	—	—	—
Building and construction.....	139	29	68	35	4	3	—	—
Agriculture, etc.....	29	2	6	11	1	9	—	—
Public work.....	95	7	34	31	14	8	1	—
Other nonmanufacturing industries.....	17	8	8	1	—	—	—	—
Mineral industry.....	1	—	—	—	—	1	—	—
General.....	1	—	—	—	—	—	—	1

## Causes

OF THE 2,014 strikes beginning in 1935, the major issues in 47.3 percent were union recognition and other matters pertaining to organization. The major causes in 38.2 percent were wages or hours. In the remaining strikes the major issues were sympathy with other strikes, questions of jurisdiction, union rivalry, and other miscellaneous causes or grievances.

Although nearly half of the strikes were called over union organization matters primarily, these strikes were small on the average, only about one-fourth of the total number of workers being included in this group.

Relatively few strikes were called because of dissatisfaction with working hours. Half of the workers who went on strike during the year did so primarily to obtain increased wages. The large bituminous-coal strike accounted for approximately 70 percent of the workers in this group. Excluding these 400,000 miners, more workers were involved in strikes due to union organization matters than strikes over wages and hours.

Table 6.—Major Issues Involved in Strikes Beginning in 1935

Major issues	Strikes		Workers involved	
	Number	Percent of total	Number	Percent of total
All issues.....	2,014	100.0	1,117,213	100.0
<b>Wages and hours.....</b>	<b>769</b>	<b>38.2</b>	<b>672,511</b>	<b>60.2</b>
Wage increase.....	364	18.1	564,080	50.5
Wage decrease.....	187	9.3	52,146	4.6
Wage increase, hour decrease.....	98	4.9	30,941	2.7
Wage decrease, hour increase.....	75	3.7	16,933	1.5
Hour increase.....	32	1.6	6,060	0.5
Hour decrease.....	13	.6	2,351	0.2
<b>Organization.....</b>	<b>952</b>	<b>47.3</b>	<b>293,162</b>	<b>26.2</b>
Recognition.....	189	9.4	36,629	3.2
Recognition and wages.....	194	9.6	68,370	6.1
Recognition and hours.....	7	.3	557	0.05
Recognition, wages, and hours.....	170	8.4	96,562	8.6
Closed shop.....	153	7.6	46,672	4.1
Violation of agreement.....	12	.6	8,313	0.7
Discrimination.....	227	11.4	36,059	3.2
<b>Miscellaneous.....</b>	<b>293</b>	<b>14.5</b>	<b>151,540</b>	<b>13.5</b>
Sympathy.....	40	2.0	60,960	5.4
Different unions competing for control.....	12	.6	8,105	0.7
Jurisdiction.....	25	1.2	3,459	0.3
Other.....	216	10.7	79,016	7.0

<sup>1</sup> Less than  $\frac{1}{10}$  of 1 percent.

## Duration

THERE were 2,003 strikes which ended in 1935 and the average duration of this group was nearly 24 calendar days. More than one-third of them ended in less than a week after they began and 57 percent lasted less than one-half month. There were 510 strikes which lasted a month or more.

The longest strikes, on the average, were in the industries manufacturing stone, clay, and glass products, where the average duration was 47.6 calendar days. The industrial group with the shortest strikes, on the average, was the group manufacturing chemicals and allied products, where the average duration was 10 calendar days.

In the group of 99 strikes (shown in table 7) which lasted for 3 months or more, the most important were the strike of employees of the New York Shipbuilding Corporation at Camden, N. J., which began in May and ended in August;<sup>1</sup> the general lumber strike in the Pacific Northwest which began in May and gradually came to a close through settlements with individual employers by the latter part of August;<sup>2</sup> the strike of workers employed by the National Biscuit Co. in New York, New Jersey, Pennsylvania, and Georgia, which began early in January and ended late in April;<sup>3</sup> and the strike of longshoremen in Gulf ports which began October 1 and came to a close in December.<sup>4</sup>

<sup>1</sup> See Monthly Labor Review for November 1935 (p. 1288).<sup>2</sup> Idem, September 1935 (p. 656).<sup>3</sup> Idem, June 1935 (p. 1534).<sup>4</sup> Idem, February 1936 (p. 392).

Table 7.—Duration of Strikes Ending in 1935

Industrial group	Total strikes	Average duration (calendar days)	Number of strikes with duration of—					
			Less than 1 week	1 week and less than 1½ month	½ and less than 1 month	1 and less than 2 months	2 and less than 3 months	3 months or more
Industries.....	2,003	23.8	709	437	347	284	127	99
<i>Manufacturing</i>								
Iron and steel and their products, not including machinery.....	69	29.7	21	14	10	11	9	4
Machinery, not including transportation equipment.....	53	27.0	17	9	12	7	6	2
Transportation equipment.....	37	15.9	14	12	7	2	1	1
Nonferrous metals and their products.....	44	20.2	15	9	10	8	1	1
Timber and allied products.....	133	27.5	34	29	24	32	7	7
Ceramic, clay, and glass products.....	37	47.6	6	8	3	8	5	7
Textiles and their products.....	487	28.0	139	117	86	73	41	31
Leather and its manufactures.....	81	26.8	28	14	16	12	6	5
Food and kindred products.....	102	25.7	39	18	15	21	4	5
Tobacco manufactures.....	5	46.0	1	1	1	2	—	1
Paper and printing.....	50	27.8	19	9	7	7	3	5
Chemicals and allied products.....	8	10.0	3	4	1	—	—	—
Rubber products.....	7	19.7	3	1	1	1	1	—
Miscellaneous manufactures.....	68	35.6	14	9	13	15	12	5
<i>Nonmanufacturing</i>								
Extraction of minerals.....	92	24.6	35	20	13	14	3	7
Transportation and communication.....	198	14.7	108	44	19	16	5	6
Trade.....	137	19.3	48	31	29	18	8	3
Domestic and personal service.....	92	21.7	38	13	18	14	4	5
Professional service.....	22	11.8	12	4	5	—	1	—
Building and construction.....	140	18.2	49	41	29	14	4	3
Agriculture, etc.....	28	14.9	12	5	6	5	—	—
Relief work.....	95	14.5	44	20	21	4	5	1
Other nonmanufacturing industries.....	16	10.3	9	5	1	—	1	—
Water industry.....	1	1.0	1	—	—	—	—	—
General.....	1	2.0	1	—	—	—	—	—

## Results

BECAUSE of the many complex factors involved in the causes and aims of a strike, it is sometimes very difficult to interpret accurately and to measure the degree of its success or failure. For instance, a group of workers may strike for union recognition, but may return to work without recognition when the employer offers them a wage increase or makes other concessions. Each of the opposing parties may, at the beginning or sometime during the progress of the dispute, demand much more than it expects or hopes to obtain, thus making it difficult to evaluate the terms of settlement with the original demands or expectations.

Also, the actual results of a strike may not be known for a considerable time after the dispute has ended and may be quite different from the apparent results at the close of the strike. Workers may return to work after a strike, appearing to have won none of their demands, yet the experience and the loss of production might influence the employer to give his employees better working conditions in



order to avoid interruptions in the future. On the other hand, workers may go back after a strike, having apparently won a complete victory yet the strike may be the basis for the employer's decision to clean up a few odds and ends of work and then go out of business or move to a new locality. These far-reaching results cannot be measured or known. Any statistical measurement of the results of a strike must necessarily be based on the apparent results or terms of agreement at the close of the dispute, and these results must be measured in relation to the conditions existing and the demands made when the strike was called.

Because of the many intangible features inherent in the nature of labor disputes, the Bureau does not attempt categorically to define the results as successful or unsuccessful. Rather, an attempt is made to evaluate all the complex situations involved and to indicate the relative degree of gains or losses to workers resulting from the strike or lockout.

Of the 2,003 strikes ending in 1935, 44.3 percent resulted in substantial gains to the workers, 18.7 percent resulted in partial gains or compromises, and 33.4 percent resulted in little or no gains to workers. At least 15 percent of the first group were defensive strikes, that is called in protest against wage reductions, violation of agreements, etc. Strictly speaking, the results of these strikes, although favorable to the workers, did not result in net gains over previous conditions. More than half of the 1,101,902 workers involved in the strikes ending in 1935 obtained substantially what they set out to gain and an additional one-fourth obtained partial gains or compromises.

The results of the 2,003 strikes which ended in 1935, in relation to the major issues involved, are shown in table 9. The proportion of strikes which resulted in substantial gains to workers was about the same in the wage and hour group as in the strikes over organization matters.

Table 8.—Results of Strikes Ending in 1935

Result	Strikes		Workers involved	
	Number	Percent of total	Number	Percent of total
Total.....	2,003	100.0	1,101,902	100.0
Substantial gains to workers.....	886	44.3	596,253	54.0
Partial gains or compromises.....	374	18.7	296,835	26.9
Little or no gains to workers.....	669	33.4	161,598	14.7
Jurisdiction or rival unions.....	37	1.8	11,640	1.1
Indeterminate.....	24	1.2	34,755	3.2
Not reported.....	13	.6	771	.1

Table 9.—Results of Strikes Ending in 1935 in Relation to Major Issues Involved

Major issues	Total	Number of strikes resulting in—					
		Substantial gains to workers	Partial gains to workers	Little or no gains to workers	Jurisdictional or rival union settlements	Indeterminate	Not reported
All issues.....	2,003	886	374	669	37	24	13
<b>Wages and hours.....</b>	<b>760</b>	<b>347</b>	<b>150</b>	<b>257</b>			<b>6</b>
Wage increase.....	368	174	76	113			5
Wage decrease.....	178	71	31	76			
Wage increase, hour decrease.....	96	45	23	27			1
Wage decrease, hour increase.....	73	34	13	26			
Hour increase.....	33	18	4	11			
Hour decrease.....	12	5	3	4			
<b>Organization.....</b>	<b>945</b>	<b>435</b>	<b>171</b>	<b>330</b>		<b>5</b>	<b>4</b>
Recognition.....	179	90	18	69		1	1
Recognition and wages.....	194	93	46	54			1
Recognition and hours.....	7	3	3	1			
Recognition, wages, and hours.....	168	83	41	43			1
Closed shop.....	151	74	20	55		1	1
Violation of agreement.....	14	10	3	1			
Discrimination.....	232	82	40	107		3	
<b>Miscellaneous.....</b>	<b>298</b>	<b>104</b>	<b>53</b>	<b>82</b>	<b>37</b>	<b>10</b>	<b>3</b>
Sympathy.....	42	14	11	10		7	
Different unions competing for control.....	12				12		
Jurisdiction.....	25				25		
Other.....	218	90	42	71		12	3
Not reported.....	1			1			

## Methods of Negotiating Settlements

THE most common method of settling strikes in 1935 was through direct negotiations between employers and union representatives. Use of this method brought about settlements in 38.5 percent of the total number of strikes which ended during the year. Government conciliators and labor boards assisted in working out settlements in 31.3 percent of the total number. This group included many of the larger strikes, as evidenced by the fact that 59.4 percent of the workers obtained settlements through the assistance of Government conciliators.

Of the 627 strikes which Government conciliators or labor boards assisted in settling, 605 were settled by conciliation or mediation methods and 22 were settled by arbitration.

Thirty-seven strikes (1.8 percent of the total) were settled with the assistance of private conciliators or arbitrators. Seventeen of these were settled by conciliation methods and 20 by arbitration.

More than one-fifth of the strikes which ended in 1935 were terminated without formal settlements, and practically all of these strikes were lost by the workers. In some cases the workers returned to work under old conditions and with no formal settlements. In other cases the strikes were terminated and lost when employers liquidated their businesses or moved to other localities, the strikers being left to find new employment. In still other cases the strikes were lost when employers hired new workers to take the places of strikers.

Table 10.—Methods of Negotiating Settlements of Strikes Ending in 1935

Negotiations toward settlements carried on by—	Strikes		Workers involved	
	Number	Percent of total	Number	Percent total
Total.....	2,003	100.0	1,101,902	100.0
Employers and workers directly.....	107	5.3	24,169	2.2
Employers and representatives of organized workers directly.....	769	38.5	264,972	24.0
Government conciliators or labor boards.....	627	31.3	654,188	59.3
Private conciliators or arbitrators.....	37	1.8	11,684	1.1
Terminated without formal settlement.....	457	22.8	146,400	13.2
Not reported.....	6	.3	489	(1)

<sup>1</sup> Less than  $\frac{1}{10}$  of 1 percent.

## Labor Organizations Involved

IN OVER three-fourths of the strikes which ended in 1935, American Federation of Labor unions were involved. Unions independent of the A. F. of L. were involved in 13 percent of the strikes, and 8 percent were carried on without union leadership. Many of the strikes in the latter group were on relief work and W. P. A. projects.

In most cases the union involved called a strike and furnished active leadership throughout the dispute. In some cases, however, strikes unauthorized by the proper union official were called by the workers and later the union gave formal endorsement and assisted in arranging the settlement. In still other cases the workers were unorganized at the beginning of the strike, but the union stepped in and offered leadership and assisted in obtaining the settlement as a means of organizing the workers. In table 11 the union which identified itself with a strike, either at the beginning or later, is regarded as the organization involved.

Table 11.—Strikes Ending in 1935 by Types of Labor Organizations Involved

Labor organization involved	Strikes		Workers involved	
	Number	Percent of total	Number	Percent of total
Total.....	2,003	100.0	1,101,902	100.0
American Federation of Labor.....	1,551	77.5	972,171	88.2
Railroad Brotherhoods.....	1	(1)	28	(1)
Independent.....	258	13.0	86,271	7.8
American Federation of Labor and another.....	11	.5	8,026	.7
Company unions.....	15	.7	2,440	.2
Organization involved but type not reported.....	2	.1	64	(1)
No organization.....	160	8.0	32,369	2.9
Not reported as to whether or not any organization was involved.....	5	.2	533	(1)

<sup>1</sup> Less than  $\frac{1}{10}$  of 1 percent.



## SHORTER WORKWEEK

### Effect of 40-Hour Week on Employment in the Postal Service <sup>1</sup>

EXTENSIVE absorption of the substitute employees of the United States Post Office Department into the regular service has already been accomplished as the result of the statutory 40-hour week for postal employees inaugurated October 1, 1935, and a further increase in employment opportunities in the service is anticipated. Legislation enacted by the 74th Congress (Public No. 275) established a 40-hour week for postal employees, so arranged as to provide, in fact, a 5-day week with compensatory time for work performed on Saturday. The shorter workweek became effective on October 1, 1935, and reduced statutory working hours of postal workers by 4 hours weekly. The effect was to make the weekly working hours of employees of the largest unit of the Government service conform to that of other branches, and to increase the regularly employed personnel by 10,101 within the first few weeks after the establishment of the shorter workweek.

With the exception of the carrier service, the operation of the postal system is practically continuous. Until 1932 the working hours of each employee were 48 per week, or 8 hours daily for 6 of the 7 days in which mail is worked. A reduction to 5½ days, or 44 hours per week was made in 1932. The amended law of 1935 eliminates the half-day. Night and Sunday work, overtime and part-time employment have been characteristic of postal employment, because of its requirement of practically continuous operation and because of seasonal peaks and emergencies. The regularly employed personnel, in point of size, is planned to function efficiently under normal conditions, but it is not sufficient to carry the maximum load. That policy has necessitated the maintenance of a large staff of substitute employees who are paid only for the time worked, although they are required to report for work at stated hours daily. Appointment to

<sup>1</sup> This article is based upon data from hearings before the subcommittee of the Committee on Appropriations, House of Representatives, in charge of the Post Office appropriation bill, 1935 (73d Cong., 2d sess.), and Post Office appropriation bill, 1937 (74th Cong., 2d sess.); annual reports of the Postmaster General, 1931-35; report of the committee on the Post Office and Post Roads, House of Representatives, on 40-hour week for postal employees (Rept. No. 839, 74th Cong., 1st sess.); and Union Postal Clerk (official organ of the National Federation of Post Office Clerks).

the substitute rolls is made only from the civil-service register of applicants who have passed competitive examination, and, as a rule, original appointees to the postal service are ranked as substitutes and have to wait their turns for appointment to openings in the regular staff.

From June 1930 to June 1935 the number in the principal groups of postal employees engaged in the distribution and delivery of mail declined from 194,311 to 171,496, representing a loss of almost 23,000 employment opportunities. The chief causes of this reduction in personnel were the decline in postal business and the policy, imposed by governmental economy measures, of not filling vacancies caused by resignations, retirements, and deaths. The loss of business was so pronounced that even with the reduced staffs, men on the regular rolls did not in all cases have full-time work. That in turn affected the opportunities for employment and hence the earnings of the substitutes, who are paid only on the basis of hours worked.

A pronounced expansion in post-office business occurred in 1934 and 1935, and the report of the Postmaster General for the fiscal year ended June 30, 1935, showed the first increase in revenue since the fiscal year 1930. The prohibition against filling vacancies in the service was removed in 1935, and by June 30 the substitute force had been reduced from 24,628 to 19,144, by assignment to the regular rolls, because of increased business. Thus, 5,484 substitutes had been placed before the new requirement for a maximum 40-hour workweek became operative. An additional staff became immediately necessary to meet the requirements of the shortened workweek, and appointments made between that date (Oct. 1) and December 1, 1935, were as follows: Postal clerks, 3,696; post office laborers, 146; city carriers, 3,764; village carriers, 8; railway mail clerks, 1,300; motor vehicle employees, 287; custodial employees, 900. In some places all substitutes were placed and the eligible lists were depleted. In other instances the full quota could not be absorbed at once and in a few post offices the substitute rolls were so large that they exceeded the demand.

Post-office officials point out that "the additional employees that have been appointed do not represent the total number of additional regular employees that will be necessary." Estimates of further needs were submitted in connection with the appropriation for the Post Office Department for the fiscal year ending June 30, 1937. These included 1,500 additional clerks in first- and second-class post offices, 700 of whom would be needed because of increased business and 730 because of the shorter workweek; and 890 city carriers because of increased business and 600 because of the 40-hour week. The railway mail service estimated a total needed increase of 1,600, of whom 1,300 had been appointed up to December 1, 1935. Including

smaller increases in the laborer and messenger and motor-vehicle employee classifications, approximately 5,000 employment opportunities are expected to develop up to the close of the fiscal year 1937 as a combined result of increased postal business and the 40-hour week. Civil-service examinations to create registers of persons eligible to appointment are pending.

Most of the substitute postal employees absorbed into the regular service had had long experience on the substitute rolls. Credit for length of service as a substitute is retained upon transfer to the regular staff. Because of that regulation, many of them entered at maximum salary. As has already been brought out, complete elimination of the substitute service is impractical, because a flexible organization must be maintained to meet peak and emergency loads, to furnish relief details for regular employees absent on sick or annual leave, to handle delayed mail, and to meet any other contingency that may arise in the operation of the postal service. Earnings of those still on the substitute rolls were increased immediately after the 40-hour week became effective, because, with substitute staffs materially reduced, the supply no longer exceeded the demand. In maintaining substitute rolls, and, where necessary, in creating them through civil-service examination, the policy of the Post Office Department will be to limit their size by fixing a definite ratio of substitutes to regular workers that will enable the substitutes to get enough work to earn a living commensurate with their occupation. As expressed by a Member of Congress, in discussing the effect of the 40-hour week, "the main thing, of course, that we have in mind is that the condition that heretofore existed will not be permitted to exist in the future."

---

### Rest Days in the Soviet Union <sup>1</sup>

IN THE Soviet industries and trades the 6th, 12th, 18th, 24th, and 30th of each month, instead of Sundays, are in general designated as rest days. Other days (at 6-day intervals) are observed as rest days in continuous industries such as public utilities, railways and railway repair shops, city transport systems, and certain departments of large factories. Also, most retail shops and places of amusement are open on the general rest days, as they do their largest business on those days. In Moscow, for instance, the largest department store is open on the general rest day but closes the day following. Most of the other retail stores are open every day, the workers taking their rest days in rotation, as they do also in certain military establishments which operate continuously night and day during the entire year.

<sup>1</sup> Data are from report of Loy W. Henderson, American Chargé d'Affaires ad interim, at Moscow.



## LABOR TURN-OVER

### Labor Turn-Over in Manufacturing Establishments, February 1936

**B**OTH the separation rate and the accession rate in the manufacturing industries covered by the Bureau of Labor Statistics were lower in February than in the month preceding. The separation rate in February was the lowest reported for any month since the corresponding month of last year. On the other hand, the hiring rate was below that of any month since February 1933.

#### All Manufacturing

THE turn-over rates represent the number of changes per 100 employees on the pay rolls during the month. These data are compiled from reports received by the Bureau of Labor Statistics from more than 5,000 representative manufacturing establishments in 144 industries. More than 2,000,000 workers were employed by the firms reporting to the Bureau in February.

The decrease in the total separation rate in February was chiefly due to relatively sharp declines in both the lay-off and discharge rates. A moderate decline was likewise shown in the quit rate (table 1). The accession rate for February was 2.95 per 100 employees. This compares with 3.65 in the previous month and with 4.23 in the corresponding month of last year.

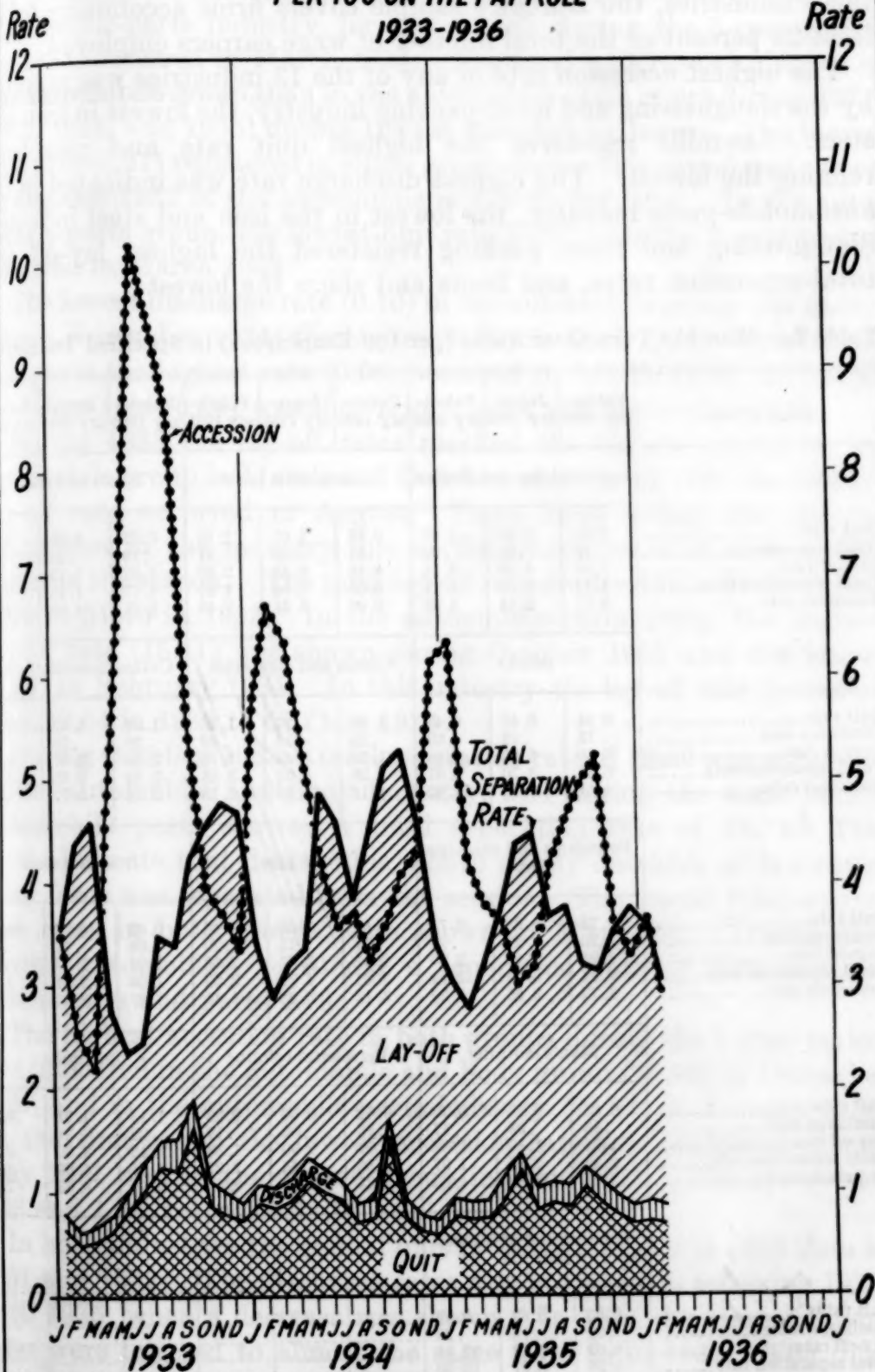
**Table 1.—Monthly Labor Turn-Over Rates (per 100 Employees) in Representative Factories in 144 Industries**

Class of rate and year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
Quit rate:													
1936.....		0.71	0.68										
1935.....	0.86	.76	.73	0.75	0.93	1.21	0.83	0.90	0.86	1.05	0.89	0.77	0.69
Discharge rate:													
1936.....		.20	.17										
1935.....	.19	.18	.18	.17	.20	.17	.20	.20	.21	.19	.21	.20	.18
Lay-off rate: <sup>1</sup>													
1936.....		2.66	2.21										
1935.....	2.51	2.10	1.88	2.32	2.60	3.00	3.46	2.57	2.70	1.95	2.03	2.58	2.89
Total separation rate:													
1936.....		3.57	3.06										
1935.....	3.56	3.04	2.79	3.24	3.73	4.38	4.49	3.67	3.77	3.19	3.13	3.55	3.76
Accession rate:													
1936.....		3.65	2.95										
1935.....	4.17	6.33	4.23	3.79	3.63	3.01	3.18	4.17	4.60	4.95	5.23	3.63	3.30

<sup>1</sup> Including temporary, indeterminate, and permanent lay-offs.

# LABOR TURN-OVER RATES in MANUFACTURING

PER 100 ON THE PAY ROLL  
1933-1936



UNITED STATES BUREAU OF LABOR STATISTICS

## Thirteen Industries

IN ADDITION to the information for manufacturing as a whole, details are available for 13 separate manufacturing industries. For these industries, the Bureau's sample covers firms accounting for at least 25 percent of the total number of wage earners employed.

The highest accession rate in any of the 13 industries was reported by the slaughtering and meat-packing industry, the lowest in iron and steel. Sawmills registered the highest quit rate and petroleum refining the lowest. The highest discharge rate was indicated in the automobile-parts industry, the lowest in the iron and steel industry. Slaughtering and meat packing registered the highest lay-off and total-separation rates, and boots and shoes the lowest.

Table 2.—Monthly Turn-Over Rates (per 100 Employees) in Specified Industries

Class of rate	February 1936	January 1936	February 1935	February 1936	January 1936	February 1935	February 1936	January 1936	February 1935
	Automobiles and bodies			Automobile parts			Boots and shoes		
Quit rate.....	0.70	0.86	1.68	0.88	1.07	1.16	0.57	0.60	0.61
Discharge rate.....	.15	.25	.29	.34	.36	.31	.19	.23	.25
Lay-off rate.....	3.29	4.80	2.14	5.46	6.53	2.80	1.01	1.12	.96
Total separation rate.....	4.14	5.91	4.11	6.68	7.96	4.27	1.77	1.95	1.53
Accession rate.....	3.77	2.34	5.36	2.99	3.61	7.58	2.51	4.08	3.63
	Bricks			Cigars and cigarettes			Cotton manufacturing		
Quit rate.....	0.54	0.40	0.43	1.09	1.14	1.28	1.07	1.02	0.96
Discharge rate.....	.13	.24	.09	.23	.18	.49	.26	.23	.28
Lay-off rate.....	5.80	6.06	4.49	1.66	3.63	1.76	2.56	2.07	2.38
Total separation rate.....	6.47	6.70	5.01	2.98	4.95	3.53	3.89	3.32	3.62
Accession rate.....	4.61	5.18	11.42	4.16	15.40	1.15	3.18	3.77	3.56
	Foundries and machine shops			Furniture			Iron and steel		
Quit rate.....	0.74	0.66	0.71	0.54	1.05	0.46	0.67	0.76	0.73
Discharge rate.....	.26	.28	.23	.19	.15	.20	.08	.11	.07
Lay-off rate.....	1.91	2.50	2.00	2.32	3.57	2.36	1.24	1.37	.62
Total separation rate.....	2.91	3.44	2.94	3.05	4.77	3.02	1.99	2.24	1.42
Accession rate.....	3.72	3.65	5.29	3.13	5.28	5.41	1.67	1.84	2.78
	Men's clothing			Petroleum refining			Sawmills		
Quit rate.....	0.65	0.73	0.72	0.42	0.56	0.32	1.13	1.21	0.90
Discharge rate.....	.13	.08	.17	.13	.09	.12	.29	.34	.28
Lay-off rate.....	1.35	1.57	1.08	2.97	2.90	1.83	3.42	4.09	3.22
Total separation rate.....	2.13	2.38	1.97	3.52	3.55	2.27	4.84	5.64	4.49
Accession rate.....	3.21	6.82	4.06	2.85	3.70	2.08	5.84	8.33	7.70
	Slaughtering and meat packing								
Quit rate.....	0.65	0.69	0.89						
Discharge rate.....	.21	.18	.26						
Lay-off rate.....	8.69	6.10	12.15						
Total separation rate.....	9.55	6.97	13.30						
Accession rate.....	7.10	10.71	5.85						



## Labor Turn-Over in the Automobile and Automobile-Parts Industries, 1931 to 1935

THE highest quit rate shown, in either the automobile or the automobile-parts industry, for any month during the 5-year period 1931-35, occurred in March 1934. The total quit rate was higher in the automobile group than in the automobile-parts group during 1931, 1932, 1934, and 1935; during 1933 it was slightly lower. The lowest quit rate (0.31) registered in either group during this period was shown in October 1932 in the automobile and body industry. In the automobile-parts group, the lowest quit rate (0.33) over the 5-year period occurred in March 1933.

The lowest discharge rate (0.10) in the automobile group was shown during November 1934; the highest (0.69) in April 1934. In automobile parts the highest rate (0.96) occurred in March 1934; the lowest discharge rate (0.06) was shown in August and September 1932.

During 1933 the lay-off rates reached the highest points in the automobile group in March and October, and during 1935 the highest lay-off rate occurred in August. These rates reflect the shift in production in the industry due to the introduction of new models earlier in the season. The total lay-off rate dropped from 90.41 during 1934 to 51.46 in 1935. In the automobile-parts group the highest lay-off rate (15.11) was shown during October 1933 and the lowest (1.49) in February 1934. In this industry the lay-off rate decreased from 92.64 in 1934 to 58.71 in 1935.

During October 1933 a total separation rate of 18.42 was registered in the automobile and body industry, and during the same month automobile parts showed a total separation rate of 18.73. This would indicate that during this month nearly one-fifth of the entire labor force was separated from the service. The lowest total separation rates in both groups were shown in May 1933. During this month automobiles registered a separation rate of 2.98 and the automobiles and parts 2.78.

The highest accession rate in both groups during the 5-year period was indicated in the automobile and body group (26.94) in December 1934, and in the automobile-parts industry (24.81) in January 1934. In the first group the lowest accession rate was registered during May 1935 and in the second group in June 1931. The rates were 1.98 and 1.32, respectively.

In both industries the annual quit rates were higher in 1935 than in 1931 and 1932. The discharge rates rose in the years following 1932, until 1935, when a decrease was shown. In 1935 the annual lay-off rates were lowered to almost the same level as in 1931. The total separation rate for 1935 in the automobile and body industry was the lowest shown in any of the 5 years. In the automobile parts and

equipment industry, the lowest total separation rate was in 1931. In 1931 and 1932 the accession rates were lower than the total separation rate, but were higher in 1933, 1934, and 1935. The lower total separation and accession rates registered for 1935 indicate more stabilized employment in both industries. The high rates shown for 1933 and 1934 reflect sharp fluctuations in the rate of operation. The high total separation rates with lower accession rates during 1931 and 1932 indicate decreased employment.

The table following shows the quit, discharge, lay-off, total separation, and accession rates per 100 employees for each month and the annual rates for the years 1931 to 1935. It is based upon reports from plants employing nearly 250,000 employees.

Turn-Over Rates (per 100 Employees) in Plants Making Automobiles and Bodies and in Plants Making Parts and Equipment, 1931 to 1935

Month	Quit rate									
	1935		1934		1933		1932		1931	
	Auto- mobiles and bodies	Auto- mobile parts	Auto- mobiles and bodies	Auto- mobile parts	Auto- mobiles and bodies	Auto- mobile parts	Auto- mobiles and bodies	Auto- mobile parts	Auto- mobiles and bodies	Auto- mobile parts
Year.....	15.56	13.36	22.21	19.47	14.50	15.99	10.06	8.99	13.11	11.00
January.....	1.96	1.14	2.81	2.60	.88	1.61	1.05	1.11	.87	.73
February.....	1.68	1.16	3.15	3.02	.53	.60	.82	.84	.88	.65
March.....	1.72	1.30	3.36	3.33	.62	.33	2.15	.59	1.23	1.32
April.....	1.96	1.33	3.28	2.84	.84	.87	1.34	.61	1.55	1.58
May.....	1.38	1.18	2.46	2.20	1.10	.99	.78	.98	1.33	1.41
June.....	.99	.82	1.59	1.09	1.23	1.47	.64	1.02	1.02	.94
July.....	.73	.77	1.21	.91	1.41	1.50	.61	.61	1.13	.97
August.....	.70	.70	.95	.89	1.58	1.51	.65	.54	1.11	.70
September.....	.76	.93	.58	.64	2.46	1.41	.62	.49	1.05	.70
October.....	1.19	1.35	.80	.61	1.29	3.22	.31	.59	.85	.80
November.....	1.42	1.26	.67	.60	1.18	1.08	.57	.55	.89	.64
December.....	1.07	1.42	1.35	.74	1.38	1.40	.52	1.06	1.20	.57
Year	Discharge rate									
	3.21	3.94	4.68	4.90	4.81	3.91	2.65	1.92	3.99	3.80
	Auto- mobiles and bodies	Auto- mobile parts	Auto- mobiles and bodies	Auto- mobile parts	Auto- mobiles and bodies	Auto- mobile parts	Auto- mobiles and bodies	Auto- mobile parts	Auto- mobiles and bodies	Auto- mobile parts
January.....	.34	.39	.61	.63	.45	.30	.31	.38	.25	.27
February.....	.29	.31	.64	.66	.32	.19	.29	.25	.28	.30
March.....	.29	.34	.60	.96	.18	.10	.47	.14	.49	.34
April.....	.37	.31	.69	.71	.31	.25	.18	.10	.48	.60
May.....	.34	.28	.51	.43	.35	.28	.18	.15	.35	.50
June.....	.22	.17	.40	.29	.54	.38	.15	.10	.25	.23
July.....	.21	.25	.28	.21	.58	.38	.11	.09	.36	.16
August.....	.19	.21	.21	.23	.48	.43	.14	.06	.34	.23
September.....	.12	.20	.14	.14	.38	.33	.15	.06	.25	.23
October.....	.26	.42	.19	.15	.58	.40	.19	.12	.31	.23
November.....	.33	.61	.10	.21	.31	.43	.24	.17	.27	.28
December.....	.25	.45	.31	.28	.33	.44	.24	.30	.36	.33

## LABOR TURN-OVER

1321

Labor Turn-Over Rates (per 100 Employees) in Plants Making Automobiles and Bodies and in Plants Making Parts and Equipment, 1931 to 1935—Continued

Month	Lay-off rate <sup>1</sup>									
	1935		1934		1933		1932		1931	
	Auto-mob- iles and bodies	Auto- mobile parts	Auto- mob-iles and bodies	Auto- mobile parts	Auto- mob-iles and bodies	Auto- mobile parts	Auto- mob-iles and bodies	Auto- mobile parts	Auto- mob-iles and bodies	Auto- mobile parts
Year.....	51.46	58.71	90.41	92.64	77.65	76.12	86.16	87.02	74.14	56.18
January.....	1.50	2.14	2.87	4.15	3.58	4.37	3.85	4.37	3.23	4.59
February.....	2.14	2.80	2.49	1.49	13.15	13.28	2.37	7.44	1.83	2.06
March.....	2.05	4.91	3.53	4.69	15.98	14.67	5.09	6.00	1.79	1.60
April.....	1.95	5.56	3.95	5.66	2.25	2.76	4.99	13.50	1.93	2.04
May.....	6.06	5.39	11.42	13.95	1.53	1.51	4.79	6.09	2.86	3.97
June.....	9.64	11.95	9.63	13.27	1.53	1.63	4.10	6.36	9.03	9.14
July.....	4.76	7.87	8.32	7.09	3.49	1.50	13.65	12.68	6.51	7.82
August.....	13.84	5.54	11.13	11.55	3.38	3.55	10.03	11.35	3.04	6.91
September.....	2.30	2.09	16.79	14.70	8.31	9.58	18.04	5.41	12.28	4.23
October.....	2.39	2.13	13.92	9.45	16.55	15.11	8.86	5.40	21.63	6.78
November.....	2.85	4.62	4.21	4.49	4.37	5.29	6.99	2.63	7.33	3.98
December.....	1.98	3.71	2.15	2.15	3.53	2.87	3.40	5.19	2.68	3.06
Total separation rate										
Year.....	70.23	76.01	117.30	117.01	96.96	96.02	98.87	97.93	91.24	71.02
January.....	3.80	3.67	6.29	7.38	4.91	6.28	5.21	5.86	4.35	5.59
February.....	4.11	4.27	6.28	5.17	14.00	14.07	3.48	8.53	2.99	3.02
March.....	4.06	6.55	7.49	8.98	16.78	15.10	7.71	7.33	3.51	3.46
April.....	4.28	7.20	7.92	9.21	3.40	3.88	6.51	14.21	3.96	4.24
May.....	7.78	6.85	14.39	16.58	2.98	2.78	5.75	7.22	4.54	5.89
June.....	10.85	12.94	11.62	14.65	3.30	3.48	4.89	7.48	10.30	10.31
July.....	5.70	8.89	9.81	8.21	5.48	3.38	14.37	13.38	8.00	8.95
August.....	14.73	6.45	12.29	12.67	5.44	5.49	10.82	11.95	4.49	7.84
September.....	3.18	3.22	17.51	15.48	11.15	11.32	18.81	5.96	13.58	5.15
October.....	3.84	3.90	14.91	10.21	18.42	18.73	9.36	6.11	22.79	7.80
November.....	4.60	6.49	4.98	5.30	5.86	6.80	7.80	3.35	8.49	4.90
December.....	3.30	5.58	3.81	3.17	5.24	4.71	4.16	6.55	4.24	3.87
Accession rate										
Year.....	84.90	91.61	144.23	125.23	116.59	124.64	81.17	81.79	79.95	64.05
January.....	16.74	19.51	25.78	24.81	11.11	7.99	10.33	8.03	4.42	4.99
February.....	5.36	7.58	19.59	22.61	3.59	3.04	4.03	4.99	6.26	7.42
March.....	5.86	4.04	15.51	18.45	4.43	3.41	6.07	2.98	8.14	9.57
April.....	5.54	3.32	13.22	6.75	11.99	14.16	7.77	4.18	5.28	6.84
May.....	1.98	2.36	4.52	3.81	8.56	9.41	9.94	5.38	3.26	3.95
June.....	2.01	2.90	3.42	2.87	15.16	14.18	7.81	3.21	3.74	1.32
July.....	2.39	4.40	2.09	3.71	12.48	12.33	2.16	3.19	4.21	2.25
August.....	3.39	6.88	2.39	1.80	5.73	9.61	2.00	3.73	2.80	4.53
September.....	10.49	12.98	2.88	2.53	6.16	7.04	4.15	6.79	4.62	3.31
October.....	19.19	12.94	7.00	4.45	5.66	6.21	8.44	5.50	4.09	4.35
November.....	7.89	7.79	20.89	13.16	11.74	20.36	7.99	18.12	17.52	6.59
December.....	4.06	6.91	26.94	20.28	19.98	17.90	10.48	15.69	15.61	8.93

<sup>1</sup> Including temporary, indeterminate, and permanent lay-offs.



## WAGES AND HOURS OF LABOR

### Earnings in Cigarette, Snuff, and Chewing- and Smoking-Tobacco Plants, 1933-35<sup>1</sup>

A SUBSTANTIAL increase occurred in the earnings of employees in the tobacco-manufacturing industry (not including cigars) between March 1933 and March 1935. The gain amounted to more than 11 cents in the average hourly earnings, raising them from 31.8 cents in 1933 to 42.9 cents in 1935. Due to the comparatively small change in the number of weekly hours actually worked, average weekly earnings rose \$4.11—from \$10.50 in March 1933 to \$14.61 in March 1935. The percentage gains were 36.6 in the average hourly earnings and 39.1 in the average weekly earnings. The employees in these industries had an average employment during 1934 of 47.4 weeks, for which they received an average annual wage of \$699.92.

#### Scope and Method

THE above facts were disclosed in a recent survey made by the Bureau of Labor Statistics, covering the manufacture of cigarettes, snuff, and chewing and smoking tobacco.<sup>2</sup> The survey was made in cooperation with the former Division of Research and Planning of the National Recovery Administration, in response to the President's Executive order of February 9, 1935, approving the code for this industry. The object of the survey was to determine the contribution made by the industry toward reemployment and increased purchasing power.

The cigarette, snuff, and chewing-tobacco industry as defined by the code included all plants engaged "in the manufacture and sale by the manufacturer of all forms of cigarettes, snuff, chewing and smoking tobacco and all processing of leaf tobacco carried on by such manufacturer in the course of manufacturing said products." Thus the code excluded the independent stemmeries but covered those affiliated with the manufacturing plants. In the selection of plants for this survey, therefore, the Bureau conformed to the above definition.<sup>3</sup>

<sup>1</sup> By Mortier W. La Fever, of the Bureau's Division of Wages, Hours, and Working Conditions.

<sup>2</sup> The Bureau is now engaged in a similar survey of the cigar industry, thus completing the compilation of current data for the entire tobacco-manufacturing industry.

<sup>3</sup> A survey made by the Bureau in 1930 covered only cigarette manufacturing.

The code for the industry was adopted comparatively late during the life of the National Recovery Administration, having become effective on February 18, 1935. One of the pay-roll periods for which data were obtained in this survey fell within the latter part of March 1935, or approximately 1 month after the code went into operation. Available information concerning the industry indicates that this was a period of average production. However, in order to be able to make a comparison with pre-code conditions, it was decided to obtain also data for a pay-roll period during the second half of March 1933, which in this industry was the lowest point in the depression. The sample covered by the survey in March 1935 included 16 plants (with 15,268 employees) making cigarettes and 27 plants (with 8,537 employees) making snuff and chewing and smoking tobacco; thus a total of 43 plants and 23,805 employees was covered. It is estimated that these constituted a coverage of nearly 57 percent of the code industry—a considerably larger sample than is used by the Bureau in most surveys of this kind.

Moreover, in order to obtain a fair and representative sample, various factors were taken into account, such as size of establishment, corporate affiliation, geographical distribution, product manufactured, degree of mechanization, etc. The business is concentrated in a relatively few large plants. In order, therefore, not to overweight the sample with these, in a number of the large plants the coverage was limited to only a part (representative as to sex, color, and occupation) of the working force. As for geographical location, the sample embraced all districts except the Pacific coast.

Information was collected as to wages and hours, annual earnings, personnel policies, and occupational descriptions. For each pay-roll period data were obtained, for each worker included in the sample, on occupation, sex, color, method of wage payment, actual hours worked, and earnings received during the period.<sup>4</sup> Utilizing these data, averages and frequency distributions were compiled, by branch of industry, region, sex, color, occupation, etc. Wherever available, data were also obtained for each worker as to age, length of service, number of weeks worked, and annual earnings in 1934. The information on personnel policies included a description of the methods of hiring and firing, training, methods of wage payment (bonuses and penalties, overtime rates, shift differentials, perquisites, etc.), working conditions (working time, lunch and rest periods, holidays, vacations, sick leave, safety programs, etc.), and company welfare work. Descriptions were written for each occupation found on the pay roll. This was done by trained representatives of the Bureau

<sup>4</sup> The average hourly earnings were computed by dividing the earnings received during the pay-roll period covered by the actual hours worked. If the pay period exceeded 1 week, the actual hours worked in 1 week within the pay-roll period were also obtained, which, multiplied by the average hourly earnings gave the weekly earnings.

who visited each plant and obtained the information from pay-roll and personnel records and from interviews with company officials.

The present article gives a general analysis of wages, hours, and annual earnings. Detailed information covering these topics, as well as the other phases of the survey, will appear in a forthcoming bulletin.

### Changes of Distribution in the Industry

WITH a pronounced gain of 11.5 cents, or 36.6 percent, in the average earnings per hour in the total code industry between March 1933 and March 1935, it is reasonable to assume that the gain was widespread rather than confined to any particular wage class. This is confirmed by table 1, which presents the percentage distributions of workers by average hourly earnings for each of the two pay-roll periods.

Table 1.—Percentage Distributions of Workers by Average Hourly Earnings in Cigarette, etc., Industry, March 1933 and 1935

Average hourly earnings	March 1933		March 1935	
	Simple percentage	Cumulative percentage	Simple percentage	Cumulative percentage
4 and under 8 cents.....	0.6	0.6	(1)	(1)
8 and under 12 cents.....	3.8	4.4	(1)	0.1
12 and under 16 cents.....	5.0	9.4	0.2	.3
16 and under 20 cents.....	7.0	16.4	.2	.5
20 and under 24 cents.....	21.4	37.8	.6	1.0
24 and under 28 cents.....	11.0	48.8	5.3	6.4
28 and under 32 cents.....	13.4	62.2	10.4	16.7
32 and under 36 cents.....	14.4	76.6	18.9	35.6
36 and under 40 cents.....	6.1	82.7	9.4	45.0
40 and under 44 cents.....	4.7	87.3	22.8	67.8
44 and under 48 cents.....	2.9	90.2	8.2	76.0
48 and under 52 cents.....	2.7	92.9	5.7	81.8
52 and under 56 cents.....	1.7	94.6	5.8	87.6
56 and under 60 cents.....	1.1	95.7	3.7	91.2
60 and under 64 cents.....	1.0	96.7	2.4	93.6
64 and under 68 cents.....	.7	97.5	1.1	94.7
68 and under 72 cents.....	.8	98.2	.9	95.6
72 and under 76 cents.....	.8	99.0	1.0	96.6
76 and under 80 cents.....	.2	99.2	.5	97.1
80 and over.....	.8		2.9	

<sup>1</sup> Less than  $\frac{1}{10}$  of 1 percent.

The trend from lower to higher wage classes between the two periods is indicated by the fact that every class under 32 cents per hour showed a decrease in the percentage in 1935 as compared with 1933, while there was an increase in the percentage in each class above that limit. In March 1933 almost one-sixth of the total number of workers earned less than 20 cents per hour, but in March 1935 this group was reduced to only one-half of 1 percent of the total. In fact, the group earning 20 and under 32 cents per hour decreased from 45.8 percent in 1933 to 16.3 percent in 1935, so that one-sixth of the employees were found earning less than 32 cents in 1935 as contrasted with less than 20 cents in 1933. On the other hand, the proportion receiving 32 and under 48 cents rose from 28.1 percent in 1933 to 59.3



percent in 1935. Likewise, those earning 48 cents and over increased from 9.8 percent in 1933 to 24 percent in 1935. In terms of the concentration in each distribution, however, it is seen that while 60.2 percent of the workers were paid 20 and under 36 cents in 1933, 61.5 percent earned 28 and under 44 cents in 1935.

A similar upward movement was disclosed by the percentage distributions of employees according to their weekly earnings (table 2). A decrease was shown in every wage class up to \$10 and an increase in every wage class above that figure, between 1933 and 1935.

Table 2.—Percentage Distributions of Workers in the Cigarette, etc., Industry, by Weekly Earnings March 1933 and 1935

Weekly earnings	March 1933		March 1935	
	Simple percentage	Cumulative percentage	Simple percentage	Cumulative percentage
Under \$2.....	3.1	3.1	0.3	0.3
\$2 and under \$4.....	9.7	12.7	1.0	1.3
\$4 and under \$6.....	12.6	25.3	2.4	3.7
\$6 and under \$8.....	15.0	40.4	4.0	7.7
\$8 and under \$10.....	14.9	55.3	9.7	17.4
\$10 and under \$12.....	12.9	68.1	15.7	33.2
\$12 and under \$14.....	11.5	79.6	19.8	53.0
\$14 and under \$16.....	5.3	84.9	15.3	68.3
\$16 and under \$18.....	3.3	88.2	12.1	80.3
\$18 and under \$20.....	2.5	90.7	5.6	86.0
\$20 and under \$22.....	2.1	92.8	3.8	89.8
\$22 and under \$24.....	2.0	94.8	3.2	93.0
\$24 and under \$26.....	1.4	96.2	1.9	94.9
\$26 and under \$28.....	.9	97.1	1.1	95.9
\$28 and under \$30.....	.5	97.6	.8	96.7
\$30 and under \$32.....	.8	98.5	.9	97.6
\$32 and under \$34.....	.5	99.0	.8	98.4
\$34 and under \$36.....	.4	99.4	.5	98.9
\$36 and under \$38.....	.1	99.5	.4	99.3
\$38 and under \$40.....	.1	99.6	.2	99.5
\$40 and over.....	.4	-----	.5	-----

In March 1933, slightly more than one-quarter of the workers earned less than \$6 per week, and more than 55 percent of them received less than \$10 per week. A portion of these employees were no doubt on a part-time basis, as evidenced by the fact that 17 percent worked less than 24 hours and 36.6 percent less than 32 hours per week. Nevertheless, many of the others were full-time employees, whose hourly earnings were extremely low, as shown in table 1. However, in March 1935, only 3.7 percent earned under \$6 and 17.4 percent under \$10 per week, thus showing the effects of the rise in average hourly earnings for the low-paid workers.<sup>5</sup>

Considering the remaining employees, the proportion earning \$10 and under \$18 per week almost doubled, having increased from 33 to 62.9 percent. Likewise, the group receiving \$18 and under \$26 rose from 8 percent in 1933 to 14.5 percent in 1935. That there

<sup>5</sup> That this increase is due largely to higher average hourly earnings is shown by the fact that the average weekly hours changed but little between the two dates. As a class, colored females constituted the lowest-paid group in the industry, and although their average hourly earnings increased by 66.5 percent, the average weekly hours worked by them rose only by 1.2 hours.

are few high-paid workers in this industry is shown by the fact that only 5.1 percent earned \$26 or more in 1935 as compared with 3.8 percent in 1933.

### Sex and Color Differentials

THE relative increases, both in average earnings per hour and average weekly earnings, between March 1933 and March 1935 were greater for females than males and greater for colored than for white workers. This is brought out by the data compiled in table 3.

Table 3.—Average Hourly Earnings and Average Weekly Earnings in the Cigarette, etc., Industry by Sex and Color, March 1933 and 1935

Sex and color	Average hourly earnings			Average weekly earnings		
	March 1933	March 1935	Percent of increase	March 1933	March 1935	Percent of increase
All workers.....	\$0.314	\$0.429	36.6	\$10.50	\$14.61	39.1
White.....	.354	.475	34.2	11.88	16.11	35.6
Colored.....	.233	.344	47.6	7.73	11.77	52.3
Males.....	.379	.485	28.0	13.54	17.11	26.4
White.....	.429	.548	27.7	15.72	19.48	23.9
Colored.....	.282	.377	33.7	9.64	13.13	36.2
Females.....	.255	.373	46.3	8.07	12.23	51.5
White.....	.288	.404	40.3	9.02	13.16	45.9
Colored.....	.185	.308	66.5	5.97	10.30	72.5

Women are an important factor in this industry. In fact, the number of females covered in the sample exceeded that of males by 677 (12,241 as against 11,564) in March 1935. This is one of the reasons for the low earnings in the industry. In March 1933, the hourly earnings of females averaged only 25.5 cents, or 12.4 cents lower than those of males. The increase in average earnings per hour raised the March 1935 figure for females approximately to the 1933 level of the males. However, a similar increase in the average for males resulted in maintaining practically the former differential. The average weekly earnings of females were \$8.07 in 1933 and \$12.23 in 1935, these figures being \$5.47 and \$4.88 less than the averages for males.

Colored workers are also important in this industry, their number in the sample amounting to 8,257 out of a total of 23,805 in March 1935. Their presence is another reason for the low average earnings in the industry. The average hourly earnings of colored employees were 23.3 cents in 1933 and 34.4 cents in 1935, the differentials in favor of the whites being 12.1 cents in the former year and 13.1 cents in the latter. In March 1933, the earnings of colored employees amounted to only \$7.73 per week (\$4.15 less than for whites) as compared with \$11.77 in March 1935 (\$4.34 less than for white employees).

During each pay-roll period, the lowest earnings were reported for colored females and the highest for white males. In March 1933,

Colored females averaged only 18.5 cents per hour and \$5.97 per week, by March 1935 these figures had risen to 30.8 cents per hour and \$10.30 per week. For white males, the averages were 42.9 cents per hour and \$15.72 per week in 1933 and 54.8 cents per hour and \$19.48 per week in 1935.

Colored males showed the lowest and colored females the highest absolute increase in average hourly earnings between 1933 and 1935. As a result, the differential in favor of white workers increased among males (from 14.7 to 17.1 cents) and decreased among females (from 10.3 to 9.6 cents). While the differential in favor of white males over white females remained at slightly more than 14 cents, that of colored males over colored females fell from 9.7 cents in 1933 to 6.9 cents in 1935.

#### Regional Differentials

A THIRD reason for the low average earnings in the industry may be that most of the plants are located in the South. Of the 23,805 employees covered in the survey in March 1935, 18,790 were in North Carolina, Virginia, Kentucky, and Tennessee, while the remaining 5,015 workers were in eight Northern States.<sup>6</sup>

Average hourly and weekly earnings, by State or region, classified as to sex and color, are given in table 4.

Table 4.—Average Hourly and Weekly Earnings in the Cigarette, etc., Industry, by Region, Sex, and Color, March 1933 and 1935

Sex and color	North Carolina			Virginia			Kentucky and Tennessee			Northern States		
	March 1933	March 1935	Per- cent of in- crease	March 1933	March 1935	Per- cent of in- crease	March 1933	March 1935	Per- cent of in- crease	March 1933	March 1935	Per- cent of in- crease
<i>Hourly earnings</i>												
All workers.....	\$0.303	\$0.402	32.7	\$0.218	\$0.442	102.8	\$0.311	\$0.416	33.8	\$0.380	\$0.471	23.9
White.....	.388	.510	31.4	.303	.509	68.0	.320	.428	33.8	.396	.484	22.2
Colored.....	.243	.339	39.5	.166	.356	114.5	.241	.335	39.0	.300	.355	18.3
All males.....	.352	.443	25.9	.270	.480	77.8	.375	.479	27.7	.526	.568	8.0
White.....	.437	.551	26.1	.351	.563	60.4	.384	.493	28.4	.564	.596	5.7
Colored.....	.286	.368	28.7	.222	.386	73.9	.299	.385	28.8	.378	.392	3.7
All females.....	.247	.354	43.3	.165	.394	138.8	.243	.363	49.4	.308	.389	26.3
White.....	.325	.449	38.2	.256	.448	75.0	.251	.373	48.6	.319	.397	24.5
Colored.....	.197	.310	57.4	.110	.312	183.6	.188	.286	52.1	.249	.300	20.5
<i>Weekly earnings</i>												
All workers.....	9.73	14.32	47.2	6.76	13.93	106.1	10.37	13.83	33.4	14.09	16.69	18.5
White.....	11.45	17.21	50.3	11.20	16.60	48.2	10.54	14.24	35.1	14.81	17.30	16.8
Colored.....	8.30	12.48	50.4	4.69	10.76	129.4	8.88	11.01	24.0	10.67	11.88	11.3
All males.....	11.42	15.82	38.5	9.35	15.85	69.5	14.51	16.94	16.7	20.27	21.36	5.4
White.....	13.68	19.20	40.4	14.29	19.09	33.6	14.58	17.36	19.1	22.49	22.67	.8
Colored.....	9.54	13.35	39.9	7.02	12.39	76.5	13.80	14.13	2.4	12.80	13.80	7.8
All females.....	7.82	12.59	61.0	4.67	11.76	151.8	7.09	11.49	62.1	11.24	13.16	17.1
White.....	8.94	14.45	61.6	8.67	14.06	62.2	7.25	11.90	64.1	11.60	13.51	16.5
Colored.....	6.90	11.59	68.0	2.82	8.65	206.7	5.87	8.55	45.7	9.15	9.37	2.4

<sup>6</sup> Illinois, Michigan, Missouri, New Jersey, New York, Ohio, Pennsylvania, and West Virginia.



In March 1933, the lowest average hourly earnings for all workers were reported in Virginia, the figure being 21.8 cents. This was about 9 cents below the averages for North Carolina and for Kentucky and Tennessee, which were 30.3 and 31.1 cents per hour. The figure for all Northern States combined was 38 cents per hour. The average weekly earnings were \$6.76 in Virginia, \$9.73 in North Carolina, \$10.37 in Kentucky and Tennessee, and \$14.09 in the Northern States.

By March 1935, however, there was a decided change in the situation in the southern territory. The low average earnings for all workers in Virginia more than doubled, rising to 44.2 cents per hour—an increase of 22.4 cents, or 102.8 percent. On the other hand, the average hourly earnings rose only approximately 10 cents both in North Carolina and in Kentucky and Tennessee, or to 40.2 cents and 41.6 cents, respectively. In other words, Virginia had forged ahead of the other Southern States in average earnings per hour. The rise in the Northern States was about 9 cents, or to 47.1 cents per hour, only 2.9 cents above that of Virginia. There was also a narrowing of the differential in 1935, as compared with 1933, between the Northern and Southern States. As regards weekly earnings, the most impressive rise also appeared in Virginia, the increase amounting to \$7.17, or 106.1 percent. Each of the three southern regions had an average of approximately \$14 in 1935, as compared with \$16.69 in the Northern States.

The shift of Virginia in the southern tobacco belt from a low wage level in 1933 to a relatively high wage level in 1935 is confirmed by the data covering each sex and color group of employees. In practically all cases the average hourly and weekly earnings in Virginia in March 1933 were smaller than in North Carolina and in Kentucky and Tennessee. During the 2-year interval, however, there were much larger increases in average earnings per hour, both absolutely and relatively, in Virginia as compared with the other regions, for every sex and color group. The same applied also in most instances to the average earnings per week. The gain was especially conspicuous in the case of colored females, whose averages in 1933 were only 11 cents per hour and \$2.82 per week but by 1935 had increased to 31.2 cents (a gain of 183.6 percent) and \$8.65 (a rise of 206.7 percent). As a result of these gains, the average hourly earnings in 1935 were higher in Virginia than in North Carolina and in Kentucky and Tennessee in all but one of the sex and color groups.<sup>7</sup> This was not true of the average weekly earnings, which were somewhat higher in some and lower in other cases. It must be remembered that the variation in hours worked has an important influence on weekly earnings.

<sup>7</sup> The average for white females in North Carolina was slightly higher than in Virginia.

A comparison of average earnings per hour in North Carolina and those in Kentucky and Tennessee in 1933 shows that while the figures were practically the same in both regions for colored employees, they were considerably higher in the former as compared with the latter place for white workers. However, due to the predominance of colored employees in North Carolina, the averages of all workers were practically the same in both regions. The same situation existed in 1935, and, in fact, the uniformity in the averages of colored workers was also extended to Virginia. As regards average weekly earnings in 1933, except colored males,<sup>8</sup> the figures differed very little between North Carolina and Kentucky and Tennessee. In 1935, except for colored males,<sup>9</sup> the average earnings per week were higher in North Carolina than in Kentucky and Tennessee.

In 1933, every sex and color group, with two exceptions, reported higher average hourly and weekly earnings in the Northern States as compared with the southern regions. The best-paid group of workers in the Northern States, as well as in the country as a whole, were the white males, whose average earnings were 56.4 cents per hour and \$22.49 per week. However, both the absolute and relative gains during the 2-year period were for the most part smaller in the Northern States as compared with the other regions. Thus, while the average hourly and weekly earnings for all workers were still higher in the North than in the South in 1935, this was no longer true of the individual sex and color groups. In fact, the average earnings per hour of both male and female colored employees in the North were in 1935 at approximately the same level as found in each of the southern regions. White males in the North were still the highest paid (59.6 cents), but white females in North Carolina and Virginia were getting on the average considerably more per hour than in the North. The average weekly earnings were still highest in the North for white males (\$22.67), but this was not true of the other sex and color groups.

In general, the average hourly and weekly earnings in each State or region during each pay-roll period were greater for males than for females and greater for whites than colored workers. However, with a few exceptions, the percentages of increase between 1933 and 1935 were greater for females than males and greater for colored than white employees. The exceptions are found in the Northern States, where the relative gains in average earnings per hour of the colored exceeded those of the white workers for each sex. This was also true of the white and colored females in regard to average weekly earnings. As a result, there was a general tendency toward the narrowing of differentials in all regions during the period between the males and females and between the white and colored employees.

<sup>8</sup> The average in Kentucky and Tennessee exceeded that in North Carolina by \$4.26.

<sup>9</sup> There was less than \$1 difference in the averages of this group between the two regions.

## Occupational Differentials

THERE are numerous occupations in the industry, but only seven important ones are considered in this article. The data relating to these occupations, which included 53.3 percent of the employees in the sample in March 1935, are shown in table 5.

These seven occupations have been arranged in ascending order of average hourly earnings in 1933. The lowest-paid occupation was found to be hand stemmers, with an average of 19.4 cents. The highest-paid processing occupation was making-machine operators, whose average was 37.8 cents, or nearly double that of hand stemmers. Among the remaining three processing occupations, the average of pickers-searchers was found to be only slightly greater than that of hand stemmers, while the other three occupations had averages ranging from 5.8 to 8.5 cents lower than that of making-machine operators. Office clerks averaged 50.7 cents per hour in 1933.

With two exceptions, namely, pickers-searchers and floor workers, the relative increases between March 1933 and March 1935 varied inversely with the size of the averages in 1933. For the processing occupations, the percentage increase ranged from 29 for floor workers to 67.5 for hand stemmers. The absolute gains ranged from 8.4 cents for pickers-searchers to 13.1 cents per hour for hand stemmers, which may be compared with an increase of 11.5 cents for all occupations in the industry. The gain for office clerks amounted to only 6.3 cents, or 12.4 percent.

As a result of the varying increases, there was a change in the differentials among these seven occupations in 1935. Due to both a larger absolute and relative rise for hand stemmers, the pickers-searchers became the lowest-paid occupation in the group, with their average hourly earnings amounting to 31.1 cents, or 1.4 cents lower than for hand stemmers. The making-machine operators were still the highest-paid occupation, their average being 50.8 cents per hour. This was 19.7 cents higher than that of the lowest-paid group, which compared with a differential of 18.4 cents in 1933. The retention of the absolute differential, with respect to hand stemmers, is due to the fact that the average earnings of the making-machine operators increased by 13 cents, or nearly the same as for hand stemmers. Owing to a larger rise both absolutely and relatively, between 1933 and 1935, for cigarette catchers, the average earnings per hour of the latter became higher than that of floor workers in 1935. The differentials between the three medium-paid processing occupations and making-machine operators increased in range from 7.2 to 11.2 cents per hour in 1935. The hourly earnings of office clerks averaged 57 cents.



Table 5.—Average Hourly and Weekly Earnings in the Cigarette, etc., Industry, March 1933 and 1935

Occupation	Percent of all workers	Average hourly earnings			Average weekly earnings		
		March 1933	March 1935	Percent of increase	March 1933	March 1935	Percent of increase
Stemmers, hand.....	9.6	\$0.194	\$0.325	67.5	\$6.39	\$10.73	67.9
Pickers-searchers.....	9.0	.227	.311	37.0	7.55	10.11	33.9
Cigarette catchers.....	4.0	.293	.418	42.7	8.20	12.92	57.6
Floor workers.....	12.8	.307	.396	29.0	10.01	13.49	34.8
Packing-machine operators.....	8.9	.320	.436	36.3	9.58	14.37	50.0
Making-machine operators.....	5.0	.378	.508	34.4	10.90	16.37	50.2
Office clerks.....	4.0	.507	.570	12.4	21.44	22.18	3.5

The reason for the low average earnings per hour of hand stemmers and pickers-searchers is due to the very large number of female colored workers found in these two occupations. Likewise, the presence of many white males among making-machine operators accounts for the high average hourly earnings in that occupation. Cigarette catchers are principally white females, floor workers are largely white and colored males, and packing-machine operators are mostly white males and females. Office clerks are almost exclusively white, about evenly divided as to sex.

The situation with respect to average weekly earnings during the period under consideration is very similar to that found in connection with average hourly earnings. In 1933 the weekly average ranged from \$6.39 for hand stemmers to \$10.90 for making-machine operators among the processing occupations. In 1935 the range was from \$10.11 for pickers-searchers to \$16.37 for making-machine operators. The average earnings of office workers were \$21.44 in 1933 and \$22.18 in 1935.

#### Average Earnings of Workers, by Size of Employing Company

OF THE 23,805 employees covered in the 1935 sample, 48.7 percent were in the plants of the "Big Three", 37.9 percent in the plants of the "Second Six", 7.9 percent in small firms, and 5.5 percent in snuff plants. The relation, if any, of average earnings to the size of the employing company is therefore of interest. Earnings classified as to size of company are presented in table 6.

Table 6.—Average Hourly Earnings and Weekly Earnings, in the Cigarette, etc. Industry, by Size of Company, March 1933 and 1935

Size of company	Average hourly earnings			Average weekly earnings		
	March 1933	March 1935	Percent of increase	March 1933	March 1935	Percent increase
"Big Three" companies.....	\$0. 306	\$0. 429	40. 2	\$10. 34	\$14. 61	41. 8
"Second Six" companies.....	. 309	. 425	37. 5	9. 64	14. 13	46. 6
3 snuff companies.....	. 395	. 509	28. 9	16. 93	19. 19	13. 2
All other companies.....	. 340	. 393	15. 6	13. 44	13. 67	1. 7

The average hourly earnings during each pay-roll period were practically identical in the plants of the "Big Three" and "Second Six" the figures in each case being about 31 cents in 1933 and 43 cents in 1935. Since these two groups of companies comprised nearly 87 per cent of the sample studied in 1935, the above averages are similar to those shown respectively for the industry as a whole. However, the small firms reported a higher average in 1933 (34 cents) and a lower one (39.3 cents) in 1935. In other words, the rise in the average hourly earnings in these plants amounted only to about 5 cents (15.6 percent) as against approximately 12 cents in the larger companies.

The same situation was found in the average weekly earnings. The "Big Three" showed a rise of \$4.27 (from \$10.34 to \$14.61), or 41.8 percent, while the "Second Six" reported an increase of \$4.49 (from \$9.64 to \$14.13), or 46.6 percent. On the other hand, the average for the small firms was \$13.44 in 1933 and \$13.67 in 1935, a gain of only 23 cents, or 1.7 percent.

#### Changes in Average Earnings, by Branch of Industry

AVERAGES for each branch of industry are shown in table 7. For cigarette manufacturing, which in March 1935 comprised nearly two-thirds of the total sample, data are available for three pay-roll periods, as a survey of this branch was made in the spring of 1930. The average hourly earnings here declined only by 1.2 cents, or 3.8 percent, between the spring of 1930 and March 1933, which period embraced the greater part of the depression. Due largely to part-time work, the reduction in average weekly earnings was much greater, namely, \$4.82, or 33.6 percent. On the other hand, the increase between March 1933 and March 1935 amounted to 12.6 cents, or 41 percent, in average earnings per hour. In average weekly earnings, the rise was \$4.98, or 52.4 percent, thus bringing the figure to a level slightly higher than in 1930.

In March 1933, the average earnings per hour were slightly greater in plants making smoking and chewing tobacco than in the cigarette

factories, while the average earnings per week in the former exceeded those in the latter by nearly \$2. Due to a larger absolute as well as relative gain between 1933 and 1935 in cigarettes as compared with smoking and chewing tobacco, however, the situation was reversed in 1935, when both the hourly and weekly average earnings in the former exceeded respectively those in the latter. The highest average earnings per hour and per week were reported during each payroll period in the snuff plants. These, however, covered only 1,315 employees in 1935.

Table 7.—Average Hourly and Weekly Earnings in the Cigarette, etc., Industry, 1930, 1933, and 1935, by Branch of Industry

Industry branch	Average hourly earnings						Average weekly earnings					
	1930	March 1933	March 1935	Percent of increase			1930	March 1933	March 1935	Percent of increase		
				1930 to 1933	1933 to 1935	1930 to 1935				1930 to 1933	1933 to 1935	1930 to 1935
Entire code industry.....	(1)	\$0. 314	\$0. 429	(1)	36. 6	(1)	-----	\$10. 50	\$14. 61	-----	39. 1	-----
Cigarettes.....	\$0. 319	. 307	. 433	3. 8	41. 0	35. 7	\$14. 33	9. 51	14. 49	33. 6	52. 4	1. 1
Smoking and chewing tobacco.....	(1)	. 313	. 406	(1)	29. 7	(1)	-----	11. 32	14. 02	-----	23. 9	-----
Snuff.....	(1)	. 395	. 509	(1)	28. 9	(1)	-----	16. 93	19. 19	-----	13. 3	-----

Data not available.

Percent of decrease.

#### Annual Earnings in 1934

ALTHOUGH even in March 1935 the average hourly and weekly earnings in the industry were relatively low, this factor was compensated to some extent by the fairly stable employment of tobacco workers as compared with most other industries.

Data on the total number of weeks worked during the year and annual earnings were obtained for the calendar year 1934. These figures cover 7,815 employees (about one-third of the March 1935 sample) who obtained an average of 47.4 weeks of work during the year and earned an average of \$699.92.<sup>10</sup> The percentage distributions of workers according to weeks worked and annual earnings are shown, respectively, in tables 8 and 9.

<sup>10</sup> For white males in the tobacco industry the number of weeks worked per employee averaged 49.4 and the annual earnings \$1,047.66. This may be compared with the automobile industry in 1933, where the average weekly hours were 37.7 and the annual earnings \$900.



Table 8.—Percentage Distribution of Employees in the Cigarette, etc., Industry by Number of Weeks Worked in 1934

Number of weeks worked	Simple percent-age	Cumulative percent-age
48 weeks and over.....	80.3	80.3
44 and under 48 weeks.....	5.4	85.7
40 and under 44 weeks.....	3.3	89.0
36 and under 40 weeks.....	1.6	90.6
32 and under 36 weeks.....	1.4	92.0
28 and under 32 weeks.....	1.9	93.9
24 and under 28 weeks.....	1.0	94.9
20 and under 24 weeks.....	1.3	96.2
16 and under 20 weeks.....	.8	97.0
12 and under 16 weeks.....	.6	97.6
8 and under 12 weeks.....	1.0	98.6
4 and under 8 weeks.....	.7	99.3
Under 4 weeks.....	.7	100.0
Total.....	100.0	-----

Nine-tenths of the workers worked 36 or more weeks during the year, four-fifths worked 48 or more weeks, and 72 percent may be said to have worked every week in the year (table 8).

Earnings of less than \$400 in 1934 were reported for 13.2 percent of the workers, and 61 percent received \$400 and under \$800. Another 17 percent earned \$800 and under \$1,200, 5 percent \$1,200 and under \$1,600, and the remaining 3.8 percent earned \$1,600 and over (table 9).

Table 9.—Distribution of Workers in the Cigarette, etc., Industry by Annual Earnings in 1934

Annual earnings	Simple percent-age	Cumulative percent-age	Annual earnings	Simple percent-age	Cumulative percent-age
\$1,800 and over.....	1.9	1.9	\$700 and under \$800.....	13.2	39.0
\$1,700 and under \$1,800.....	.8	2.7	\$600 and under \$700.....	15.7	54.7
\$1,600 and under \$1,700.....	1.1	3.8	\$500 and under \$600.....	20.0	74.7
\$1,500 and under \$1,600.....	.9	4.7	\$400 and under \$500.....	12.0	86.7
\$1,400 and under \$1,500.....	1.1	5.8	\$300 and under \$400.....	6.1	92.8
\$1,300 and under \$1,400.....	1.2	7.0	\$200 and under \$300.....	3.2	96.0
\$1,200 and under \$1,300.....	1.8	8.8	\$100 and under \$200.....	1.7	97.7
\$1,100 and under \$1,200.....	2.6	11.4	Under \$100.....	2.3	100.0
\$1,000 and under \$1,100.....	3.2	14.6			
\$900 and under \$1,000.....	4.4	19.0	Total.....	100.0	-----
\$800 and under \$900.....	6.8	25.8			

Classification by sex and color groups reveals very little variation in the total number of weeks worked but does show a considerable amount of variation in the annual earnings. The averages were \$1,047.66 for white males, \$616.76 for white females, \$570.08 for colored males and \$436.18 for colored females (table 10).

The number of weeks worked averaged 48.2 in cigarette manufacturing and 44.9 in the making of smoking and chewing tobacco and snuff, the average annual earnings being \$705.49 in the former and

\$2.30 in the latter. The highest-paid group in the industry were the white males in smoking and chewing tobacco and snuff plants, whose annual earnings averaged \$1,169.60 in 1934.

Table 10.—Average Number of Weeks Worked and Average Annual Earnings of 7,815 Workers in the Cigarette, etc., Industry in 1934, by Sex and Color

Branch of industry	All workers	Males		Females	
		White	Colored	White	Colored
Entire code industry:					
Number of workers.....	7,815	2,289	2,220	2,010	1,287
Average number of weeks worked.....	47.4	49.4	47.1	45.4	47.4
Average annual earnings.....	\$699.92	\$1,047.66	\$570.08	\$616.76	\$436.18
Cigarettes:					
Number of workers.....	5,938	1,845	1,696	1,485	912
Average number of weeks worked.....	48.2	49.7	47.6	47.2	48.2
Average annual earnings.....	\$705.49	\$1,018.32	\$566.73	\$641.71	\$434.52
Smoking and chewing tobacco and snuff:					
Number of workers.....	1,877	444	533	525	375
Average number of weeks worked.....	44.9	48.3	45.8	40.4	45.6
Average annual earnings.....	\$682.30	\$1,169.60	\$580.72	\$546.19	\$440.24

## Hourly and Weekly Earnings in Textile Dyeing and Finishing: Cotton, Silk, and Rayon, 1933 and 1934<sup>1</sup>

THIS is the first of two articles on hourly and weekly wages in the textile-finishing industry, as disclosed by a survey by the Bureau of Labor Statistics. The present article deals with the finishing of woven cotton-goods (including certain mixtures of cotton with silk or rayon)<sup>2</sup>, and of silk and rayon.

The survey was timed to include three significant pay-roll periods during July 1933, August 1933, and August 1934. These represent, respectively, conditions just before and just after the President's Reemployment Agreement, and some months after the adoption of the codes for the various branches of the industry. The voluntary President's Reemployment Agreement was effective for cotton-textile finishing from July 22 (at the earliest) until November 13, 1933, after which it was placed under the code of the cotton-textile industry; for silk and rayon finishing the P. R. A. was effective until the adoption of the silk and rayon dyeing and printing code, approved December 21, 1933.

### Cotton-Textile Finishing

RECORDS covering 4,783 workers in July 1933, 13,340 workers in August 1933, and 13,058 workers in August 1934 were furnished by the cotton-finishing units.<sup>4</sup> These samples represent 70 percent, 40

<sup>1</sup> Data compiled by the Bureau's Division of Wages, Hours, and Working Conditions. This article summarizes a report prepared by N. A. Tolles which is available in the files of the Bureau.

<sup>2</sup> Mixtures consisting primarily of cotton or those finished by concerns which were primarily equipped for and engaged in the manufacture of cotton goods.

<sup>3</sup> This was the same code which governed the wages and hours of the cotton spinners and weavers, as analyzed in part I of the Bureau's general Textile Report. (U. S. Bureau of Labor Statistics, *Wage Rates and Weekly Earnings in the Cotton-Goods Industry from July 1933 to August 1934*, Feb. 4, 1935. Mimeographed. Abstracts in the *Monthly Labor Review*, March 1935, May 1935.) When the cotton-textile code first became effective, July 31, 1933, finishing operations were not specifically included. An amendment of Nov. 8, 1933 (effective Nov. 13), brought under the cotton code not only the finishing of all-cotton goods but also the finishing of rayon and cotton-rayon mixtures. On Dec. 21, 1933, a separate code was approved for rayon and silk finishers. (See p. 1350 ff.) But the finishing of mixtures which were not primarily silk or rayon—finishing of mixtures by concerns primarily engaged in cotton-goods production and the finishing of rayon yarn—was allowed to remain under the cotton-textile code. The Bureau's sample did not include any rayon-yarn finishers who work under the cotton code but did include the finishing of cotton-rayon and cotton-silk mixtures under that code. Rayon-yarn finishing done on commission was placed under the textile-processing code on Jan. 30, 1934. (See Textile Report, sec. D.)

<sup>4</sup> It is not possible to compare these samples accurately, either with the total number of workers engaged in this branch of the industry or with the previous wage and hour studies in this industry which were conducted by the Bureau. The Census of Manufactures does not classify as textile finishing the finishing departments of integrated plants, nor does it separate its results according to the type of textile finished. The present study represents the first attempt by the Bureau to present separately the results for cotton finishing, as distinct from the finishing of rayon, silk, or woolen textiles.



percent, and 43 percent, respectively, of records secured by the Bureau for all three branches of textile finishing combined. The distribution of these workers by region and sex is indicated in table 1. The July 1933 sample was somewhat unsatisfactory due to the difficulty of obtaining pay-roll records for that month at the time the field study was conducted. In particular, the relatively inadequate representation of the southern region will be noticed. For this reason, comparisons between July 1933 and the two later periods are likely to be most useful if each region is examined separately. The samples for August 1933 and August 1934 are believed to be fairly representative. Of the workers covered in these two periods, approximately 60 percent were engaged in the finishing of all-cotton goods. The remaining 30 percent were employed in the finishing of mixed fabrics of cotton and rayon or silk.

Table 1.—Geographical Distribution of Workers Included in Study of Wages and Hours in Cotton-Textile Finishing

Region and sex	Number of workers		
	July 1933	August 1933	August 1934
All regions.....	4,783	13,340	13,058
Males.....	3,609	10,283	10,528
Females.....	1,174	3,057	2,530
New England <sup>1</sup> .....	3,548	6,973	7,354
Males.....	2,959	5,783	6,234
Females.....	589	1,190	1,120
Middle Atlantic States <sup>2</sup> .....	485	2,392	2,427
Males.....	278	1,823	1,823
Females.....	207	569	604
Southern States <sup>3</sup> .....	750	3,975	3,277
Males.....	372	2,677	2,471
Females.....	378	1,298	806

<sup>1</sup> Sample included representation from Connecticut, Maine, Massachusetts, Rhode Island.

<sup>2</sup> Sample included representation from New Jersey, New York, Ohio, Pennsylvania.

<sup>3</sup> Sample included representation from North Carolina, South Carolina, Tennessee.

## Hourly Earnings

### Hourly Earnings and the Code Minimum

THAT hourly earnings in the cotton-textile industry are among the lowest in the country became evident when the code <sup>5</sup> fixed the northern and southern minimum wages for the industry. These levels were put at 32½ cents per hour in the North and 30 cents in the South.<sup>6</sup> A few classes of workers might be paid less than these

<sup>5</sup> For a more detailed discussion of the labor provisions of this code, see Textile Report, Pt. I. (See note 3, p. 1336.)

<sup>6</sup> The requirement was stated to be "at the rate" of \$13 and \$12 a week, respectively. This was interpreted to be a full-time rate; hence no particular weekly earnings were required.

rates: "Outside" workers, cleaners, and substandard workers<sup>7</sup> were to be paid at least 75 percent of the minimum (24½ cents or 22½ cents an hour), and learners might be employed for a maximum of 6 weeks with no required minimum wage.

The same minimum wage rates were fixed for the several branches of the industry that were grouped under the one code. Textile finishing probably had less difficulty in meeting the requirements than some other branches, notably spinning and weaving,<sup>8</sup> because its pre-code rates were initially higher. Whereas the code minimum was actually higher than the former average of hourly earnings in the spinning and weaving plants, the somewhat inadequate sample for July 1933 suggests that northern cotton finishers were paying an average of 33.7 cents an hour, or somewhat more than the minimum requirements of the code. The same records show, however, that southern finishers were paying an average of 22.6 cents during July 1933 as compared with the minimum of 30.0 cents subsequently imposed by the code.

Noncompliance with code requirements may have occurred, although a specific statement from existing records is not possible, due to the presence of exempt classes of employees in the pay rolls. Therefore, the existence of 1.5 percent of 13,058 finishing workers receiving less than code minima in August 1934 may be due to exemption or noncompliance or both. The percentage is, however, notably lower than the 5.6 percent found in spinning and weaving.<sup>9</sup> However, even this contrast is somewhat qualified by the fact that fewer learners, handicapped employees, etc., are normally found in textile finishing than in spinning and weaving. Noncompliance probably did exist, particularly in the South, as shown in table 2. The southern finishers showed 5 percent of all employees paid subminimum wages in August 1934, as against only two-tenths of 1 percent in New England. The wide difference between the two percentages emphasizes the disparity between wages in the two areas, and suggests the comparatively greater difficulty of the southern finishers in meeting code requirements, notwithstanding the 2½-cent regional wage differential in their favor under code provisions.

<sup>7</sup> Between January (amendment no. 2) and August (amendment no. 6) of 1934, substandard workers were to receive 80 percent of the minimum rates, but no certificate for such workers was required except at the discretion of the Textile Labor Relations Board. In August 1934 the power to make regulations was transferred to the Secretary of Labor and certificates were then required in each case from some public authority.

<sup>8</sup> For the general wage rise in spinning and weaving, see Textile Report, Pt. I, Feb. 4, 1935, p. 43.

<sup>9</sup> See Textile Report, Pt. I, Feb. 4, 1935, p. 43.

Table 2.—Subminimum Payments to Workers in Cotton-Textile Finishing, August 1934, by Region and Sex

Region	Number of workers			Percentage of sample		
	Male	Female	Total	Male	Female	Total
All regions.....	141	54	195	1.3	2.1	1.5
New England <sup>1</sup> .....	7	5	12	0.1	0.4	0.2
Middle Atlantic <sup>1</sup> .....	11	11	22	.6	1.8	.9
Northern <sup>1</sup> .....	18	16	34	.2	.9	.3
Southern <sup>1</sup> .....	125	38	163	5.1	4.7	5.0

<sup>1</sup> Minimum average hourly earnings=32.5 cents.<sup>2</sup> Minimum average hourly earnings=30.0 cents.

## Relative Gains, by Classes of Workers

The increase of hourly earnings in the cotton-textile finishing branch of the industry from July 1933 to August 1933 was a voluntary response to one or both of two appeals: (1) The request in the President's Reemployment Agreement that hourly wage levels should be at or above a set minimum; (2) a move upward in sympathy with similar advances required by the cotton-textile code of other cotton-textile branches. Although the code was effective July 31, 1933, the finishing trades were not subject thereto until November 13. The wage increases in finishing between July and August were, therefore, creditable to the P. R. A. period. These increases were sharp in contrast to those occurring later under the pressure of code requirements. The average total changes were from 34.8 cents in July 1933 to 45.4 cents in August 1933 (30 percent increase), and to 47.8 cents in August 1934 (7 percent additional increase).

The lift in wages benefited all classes of workers quite uniformly in actual cents per hour, although the percentages of aggregate increase favored the lowest-paid classes, both because of number of workers affected and because of the lower rates on which their increases were based. The percentages of increase for low-paid workers were large in many cases. Thus some workers, formerly earning 17.5 cents an hour, gained 12.5 cents or 71.4 percent. Others who had earned 45 cents an hour gained only 10 cents or 22.2 percent.

The money benefits per hour to the lowest-paid half and quarter and the highest-paid quarter of total workers, and the greater benefits to female employees, are shown in table 3. It is probable that actual earnings were even lower in July 1933, inasmuch as the Bureau's sample for that month covered a much lower proportion of the southern workers, who earn least, than did the two subsequent samples. If this surmise is correct, the increases in hourly earnings were actually somewhat greater than those described. Table 3 also indicates the virtual disappearance under the P. R. A. of the group earning less than 30 cents per hour, a group which in July 1933 constituted 47.1 percent of total employees.



Table 3.—Earnings Per Hour of Lowest-Paid Quarter and Half and Highest-Paid Quarter of Workers in Cotton-Finishing Industry

Group of workers	July 1933	August 1933	August 1934
Best earnings of lowest-paid quarter:	<i>Cents</i>	<i>Cents</i>	<i>Cents</i>
Males.....	28.1	36.5	38.1
Females.....	21.3	34.3	35.1
Best earnings of lowest-paid half:			
Males.....	32.5	42.0	44.1
Females.....	25.0	36.8	38.1
Poorest earnings of highest-paid quarter:			
Males.....	41.2	51.8	54.1
Females.....	32.6	42.1	43.1
Group earning—	<i>Percent</i>	<i>Percent</i>	<i>Percent</i>
Less than 30 cents <sup>1</sup> .....	47.1	3.5	1.1
30 to 39.9 cents.....	30.1	44.6	35.1
40 cents and over.....	22.8	51.9	63.8

<sup>1</sup> P. R. A. minimum wage was 30 cents per hour.

Among the lowest-paid workers, the women benefited by wage advances of 64 percent and the men by advances of 36 percent, as against 41 percent for the women and 31.5 percent for the men in the highest-paid group. Table 4 gives a cumulative percentage distribution of average hourly earnings, by sex, for July and August 1933 and August 1934.

Table 4.—Cumulative Percentage Distribution of Average Hourly Earnings in Cotton-Textile Finishing, July 1933, August 1933, and August 1934

Hourly earnings	July 1933			August 1933			August 1934		
	Males	Fe-males	Total	Males	Fe-males	Total	Males	Fe-males	Total
Number of employees.....	3,609	1,174	4,783	10,283	3,057	13,340	10,528	2,530	13,058
	<i>Percent</i>	<i>Percent</i>	<i>Percent</i>	<i>Percent</i>	<i>Percent</i>	<i>Percent</i>	<i>Percent</i>	<i>Percent</i>	<i>Percent</i>
Less than 25.0 cents.....	9.6	<sup>1</sup> 49.7	19.5	2.0	2.4	2.1	0.4	1.2	0.8
Less than 30.0 cents.....	<sup>2</sup> 40.1	68.5	<sup>3</sup> 47.1	3.1	4.8	3.5	1.3	1.9	1.4
Less than 32.5 cents.....	50.0	74.7	56.1	11.3	14.4	12.0	7.6	15.1	9.1
Less than 35.0 cents.....	61.8	80.5	66.4	16.0	28.8	18.9	12.9	25.0	15.3
Less than 37.5 cents.....	68.8	87.3	73.3	30.8	58.2	37.1	21.7	48.5	26.9
Less than 40.0 cents.....	73.1	89.8	77.2	41.9	69.2	48.1	31.9	55.7	36.5
Less than 45.0 cents.....	80.7	94.4	84.1	61.1	81.0	65.7	53.4	73.6	57.3
Less than 50.0 cents.....	85.6	97.2	88.5	72.2	88.7	76.0	66.9	82.8	70.0
Less than 55.0 cents.....	89.5	98.4	91.7	79.0	93.5	82.4	76.0	90.8	78.4
Less than 65.0 cents.....	93.6	99.3	95.0	88.9	98.0	91.0	87.1	97.0	89.0
Less than 75.0 cents.....	95.4	99.9	96.5	93.1	99.2	94.5	92.0	98.8	93.1

<sup>1</sup> 27.8 percent earned less than 22.5 cents an hour.

<sup>2</sup> 20.5 percent earned less than 27.5 cents an hour.

<sup>3</sup> 30.8 percent earned less than 27.5 cents an hour.

#### Range in Hourly Earnings

Cotton-textile finishing is unlike many other branches of the textile manufacturing industry in the wide range of employees' wages. While a considerable number of workers might be found to be earning as little as 25 cents per hour and as much as 75 cents an hour in July 1933, there was a notable absence of predominant concentrations in the scales of hourly earnings. The contrast is considerable

then compared with the low-wage concentrations in cotton spinning and weaving<sup>10</sup> and the higher wage concentrations in woolen manufacture<sup>11</sup> or in rayon and silk finishing.<sup>12</sup> Cotton-finishing plants paid relatively small amounts to large numbers of workers. For example, 47.1 percent of these workers earned less than 30 cents per hour in July 1933. In contrast with this low-wage group, however, was the 53 percent of workers who were well distributed in classes earning over 30 cents, with 11.5 percent of them earning 50 cents and over. This variety is doubtless due to the fact that this branch of the industry is able to use unskilled workers in some of the lowest-wage areas of the South, at the same time that it finds it worth while to carry on more complex processes with highly skilled workers in high-wage areas of New England.

Also in contrast with the experience of other sections of the textile industry is the fact that this dispersion of average hourly earnings persisted throughout the period of the N. R. A. It has just been noted that the increases of average hourly earnings, in cents per hour, were about as great for high-paid as for low-paid workers. Consequently, there was no congestion of workers at earnings close to the minimum rates, as in other branches of the industry. In August 1933, immediately after the major readjustment of wage rates, only 5.4 percent of the workers were to be found earning between 30 and 35 cents an hour, and the percentage was 13.9 a year later when this earnings group had come to include the minimum rates under the code. Such concentration as did exist was at higher levels of hourly earnings, and even this was not so pronounced as in July 1933, when 27.6 percent of all workers earned between 25 and 30 cents an hour. This dispersion of rates was brought about largely by voluntary or competitive conditions in the industry rather than through compliance with the code. Neither the President's Reemployment Agreement nor the cotton-textile code directly required the increases in average hourly earnings which actually took place. The code, however, did require that as much should be paid for 40 hours of work as had been paid for the longer hours of the pre-code period. Compliance with this requirement tended to perpetuate the distribution in the higher ranges of hourly earnings which had existed in July 1933.

<sup>10</sup> See Textile Report, Pt. I, Feb. 4, 1935, p. 45.

<sup>11</sup> Idem, Pt. III, Apr. 17, 1935, p. 26. (See abstract in the Monthly Labor Review, June 1935.)

<sup>12</sup> See Rayon and silk finishing, pp. 1351 ff.

## Changes in Hourly Earning Differentials, by Occupations

The heavy relative benefits of wage advances to low-paid workers mentioned in the previous section, is again apparent in the occupational ratios shown in table 5.<sup>13</sup> The net rise between July 1933 and August 1934 nearly doubled the hourly earnings of the lowest paid group, female yarn winders, from 22.4 cents to 43.5 cents, while the next lowest paid occupation, male dyeing-machine tenders (yarn), advanced 70 percent, from 25 cents to 42.5 cents. The advances among the middle-grade occupations were substantial, ranging from 8.9 cents (laborers) to 13.5 cents (tenter-frame tenders) but the average percentage increases were less, 30.3 and 41.3 percent respectively. In the higher-paid occupations, foremen averaged 17.3 percent increases in pay, male maintenance and power employees 20 percent, and male factory clerks 30.4 percent. The inverse ratio of percentage-benefit to the absolute level of occupational hourly earnings is therefore apparent. This relationship was due to the sharp rise in cents per hour in the lowest brackets and the rather even though lower, increases in cents per hour above that level.

The differentials between high- and low-paid occupations were diminished, of course, by the process of giving larger percentage increases to the lowest-paid groups. Considerable differences remained, however. In August 1934, working foremen averaged 74 cents per hour as against 35.0 cents an hour for the lowest-paid group of women employed in the production line. There were numerous changes in the ranking of occupations according to their average hourly earnings. The five highest-paid occupations, as shown in table 5, remained in much the same relative position, except for the special gain of tenter-frame tenders. Female yarn winders, formerly the lowest paid of the 15 specified occupations, moved into sixth place, as a result of their average hourly earnings having been nearly doubled. Male tenders of drying machines also advanced from thirteenth to ninth position, while general male laborers became the lowest paid among the 15 specified occupations.

<sup>13</sup> It was found practical to specify only 15 occupations, which account for 35 to 42 percent of the total number of workers in the Bureau's sample. Where the number of workers in specific occupations would have been too small to provide reliable information, those performing broadly similar tasks have been grouped. The average hourly earnings of each of such occupational groups as are omitted from the present article are available in the Bureau's Division of Wages, Hours, and Working Conditions.



Table 5.—Average Hourly Earnings, in Cotton-Textile Finishing, July 1933, August 1933, and August 1934, by Occupational Groups

Occupation	Sex	Average hourly earnings (in cents)			Increase (in cents) per hour		
		July 1933	August 1933	August 1934	July 1933 to August 1933	August 1933 to August 1934	Net July 1933 to August 1934
Occupations <sup>1</sup> .....		34.8	45.4	47.8	11.4	2.4	13.8
Male occupations.....	Male.....	37.0	47.5	49.5	10.5	2.0	12.5
Female occupations.....	Female.....	26.8	38.0	40.1	11.2	2.1	13.3
Selected occupations:							
Foremen, working.....	Male.....	63.7	76.3	74.7	12.6	<sup>2</sup> 1.6	11.0
Maintenance and power.....	do.....	46.6	55.6	56.0	9.0	.4	9.4
Clerks, factory.....	do.....	39.1	50.9	51.0	11.8	.1	11.9
Dyeing-machine tenders, cloth.....	do.....	35.5	44.8	48.0	9.3	3.2	12.5
Calender tenders.....	do.....	34.4	42.4	44.1	8.0	1.7	9.7
Tenter-frame tenders.....	do.....	32.7	43.3	46.2	10.6	2.9	13.5
Drier tenders, cloth.....	do.....	31.7	42.2	42.7	10.5	.5	11.0
Laborers, dye house.....	do.....	30.3	42.5	42.8	12.2	.3	12.5
Truckers, hand.....	do.....	29.9	39.4	41.0	9.5	1.6	11.1
Washer tenders.....	do.....	29.8	39.1	41.1	9.3	2.0	11.3
Laborers <sup>3</sup> .....	do.....	29.4	35.8	38.3	6.4	2.5	8.9
Clerks, factory.....	Female.....	29.3	39.9	40.2	10.6	.3	10.9
Helpers <sup>4</sup> .....	Male.....	28.9	38.0	40.8	9.1	2.8	11.9
Dyeing-machine tenders, yarn.....	do.....	25.0	38.9	42.5	13.9	3.6	17.5
Yarn winders.....	Female.....	22.4	40.8	43.5	18.4	2.7	21.1
Total.....		32.2	43.4	45.6	11.2	2.2	13.4

<sup>1</sup> Includes all workers in the Bureau's sample, see footnote 13, p. 1342.

<sup>2</sup> Decrease.

<sup>3</sup> Excluding dye-house laborers.

<sup>4</sup> Excluding dye-house helpers and mechanics' helpers.

#### Hourly Earnings in New England, Middle Atlantic, and Southern Regions

Geographical distributions of wage changes are shown for New England, Middle Atlantic, and the South in table 6.<sup>14</sup> As cotton finishing is most prevalent in the North, 75 to 80 percent of the Bureau's sample was collected in that area.<sup>15</sup> Specifically, cotton finishing is found more largely in New England (mainly, southern New England), in which respect it differs from the finishing of rayon and silk goods<sup>16</sup> which spreads southward into the Middle Atlantic States. The largest textile-finishing sample (for August 1933) was comprised of cotton-finishing workers to the extent of 52 percent in New England, 18 percent in the Middle Atlantic States, and 30 percent in the South.

The predominance of low wages in the South is evident from the July 1933 figures shown in table 6. The data for a month and a year later indicate the wage increases which were made to conform with the minimum standards of the P. R. A. and the code. Even after these increases, southern wage levels remained lower than those

<sup>14</sup> Data for males and females have not been presented separately because the three regions showed the same relative position of each sex throughout the range of hourly earnings in each of the three periods. Average hourly earnings of females were consistently lower than those of males, as can be seen from table 3 (p. 1340).

<sup>15</sup> See table 1, p. 1337.

<sup>16</sup> See Textile Report, pt. 1.

in the North. In July 1933, half the workers in the southern sample earned less than 21 cents an hour, as against 31 and 33 cents in two northern samples. This relationship continued after the advances in all hourly earnings in August 1933. Half of the southern workers then earned less than 34.3 cents as compared with 43 to 44 cents in the North. During the year following August 1933, the wage changes among the lower-paid half of workers were nowhere large. In August 1934, the lower-paid half of southern workers in the Bureau's sample showed earnings of 34.6 cents or less. Average hourly earnings in the North had risen slightly, the lower-paid half of the workers earning from 44 to 47 cents or less.

Increases among the lowest-paid workers in the South are also of interest, as effecting wage differentials in southern plants. In the first period covered by the study, July 1933, one-quarter of the southern workers earned 16.6 cents an hour or less. One month later the highest hourly earnings of this group had almost doubled, the lowest-paid quarter of these workers earning as much as 31.3 cents. There was a negligible increase for this group during the following year. By reference to table 6, it will be seen that 71.6 percent of the southern workers earned less than 25 cents an hour in July 1933, whereas only 6.9 percent earned less than this amount 1 month later. Somewhat more than a third of the southern workers continued after August 1933 to earn less than 32½ cents, which wage rate was the general code minimum for the North.

The wage structures of New England and the Middle Atlantic region were, in general, similar. Average hourly earnings rose less in New England, however, than in the region which adjoined it. In July 1933, hourly earnings of the lower-paid workers were virtually identical in New England and Middle Atlantic mills, but skilled workers were paid more in New England than in the Middle Atlantic States. The subsequent wage increases failed to benefit the better-paid workers in New England, however, to the extent which prevailed in the Middle Atlantic area. Hence the New England wage scale had assumed a position of second place by August 1933. Only with respect to that remnant of low-paid workers which remained after the increases did New England subsequently regain its former ascendancy. By August 1934, less than 37.5 cents an hour was paid to 13.4 percent of the workers in New England and 15.3 percent of the workers in the Middle Atlantic area. The percentage which earned from 37.5 cents to 40 cents an hour was greater in New England, and at levels above 40 cents the Middle Atlantic area maintained its superiority to New England.

Table 6.—Cumulative Percentage Distribution of Hourly Earnings, by Region, in Cotton-Textile Finishing, July 1933, August 1933, and August 1934

Hourly earnings	July 1933			August 1933			August 1934		
	New Eng-land	Middle Atlan-tic	South	New Eng-land	Middle Atlan-tic	South	New Eng-land	Middle Atlan-tic	South
Number of employees.....	3, 548	485	750	6, 973	2, 392	3, 975	7, 354	2, 427	3, 277
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
Less than 25.0 cents.....	8.9	16.3	171.6	0.1	0.1	6.9	(2)	0.1	2.2
Less than 30.0 cents.....	40.6	36.7	84.5	.2	1.0	10.6	0.1	.4	5.0
Less than 32.5 cents.....	49.2	55.5	89.1	.5	1.6	38.4	.2	.9	35.2
Less than 35.0 cents.....	60.5	70.7	91.5	3.9	4.1	54.1	2.4	3.2	53.2
Less than 37.5 cents.....	68.2	79.4	93.7	25.5	19.6	68.0	13.4	15.3	65.5
Less than 40.0 cents.....	72.5	82.5	95.7	38.3	32.5	74.8	25.3	25.3	69.9
Less than 45.0 cents.....	80.0	93.2	97.3	60.2	51.6	83.8	52.3	44.4	78.2
Less than 50.0 cents.....	85.3	95.5	99.2	72.4	65.3	88.6	67.4	59.3	83.8
Less than 55.0 cents.....	89.4	96.3	99.3	80.0	74.3	91.3	77.7	70.8	87.6
Less than 65.0 cents.....	93.5	99.2	99.6	89.7	86.7	95.6	88.8	85.0	92.5
Less than 75.0 cents.....	95.5	99.4	99.7	93.3	92.7	97.7	92.6	92.3	95.5

1 63.3 percent of the workers earned less than 22.5 cents per hour.

2 Less than 0.1 percent.

3 21.2 percent of the workers earned less than 27.5 cents per hour.

### Weekly Earnings

#### Movement of Weekly Earnings Under P. R. A. and the Cotton Code

In July 1933, the cotton-finishing industry, like other textile industries, was producing ahead of the current demand in order to anticipate the expected rise in costs under the N. R. A. codes. At that time male workers averaged 51.9 hours per week, female workers 43.2 hours, and all workers 50.0 hours. By August 1933, cotton-finishing plants were working under the voluntary President's Reemployment Agreement, which prescribed a basic working week of 35 hours and a maximum week of 40 hours. Under the requirements the actual average of working hours in cotton finishing fell to 36.3 for males, to 33.7 for females, and to 36.0 for all workers. By August 1934, a year later, these averages had declined further, even though the cotton-textile code was then in force and provided more liberal hours—basic week of 40 hours and a maximum of 48 hours allowed for certain employees during limited periods. Textile plants suffered a decrease in the volume of available work, and as a result the actual hours of male workers fell to an average of 33.9 per week, of females to 31.8, and of all workers to 33.6. The hours for males and females in all periods therefore declined, for males, 30 percent during the month of July to August 1933 and a further 7 percent in the following year; for females, 24 percent in the first month and a further 9 percent in the subsequent year, while for all workers the average declines were 28 and 4 percent, respectively.

While the hours of work were decreasing, average earnings per hour were increasing. The net effect was to decrease the average weekly earnings of males by about 10 percent but to increase the weekly



earnings of females by 6 percent between July 1933 and August 1934. Male workers, as a whole, did not retain their relatively high weekly earnings of July 1933, when the average for all male workers in cotton finishing was \$19.22. These earnings fell to \$17.16 in August 1933, and stood at nearly the same figure, \$17.32 per week, in August 1934. The woman workers earned slightly more per week after July 1933. Women had worked much shorter hours than men during the boom period and their hours showed a smaller relative decline in the subsequent period. At the same time, women secured a greater increase in hourly earnings than did men. As a result, women earned an average of \$11.81 a week in July 1933, \$12.68 in August 1933, and \$12.46 in August 1934. Since cotton finishing—unlike cotton spinning and weaving—is dominated by male workers, the average earnings of all workers approximated those of the men (July 1933, \$17.40; August 1933, \$16.13; August 1934, \$16.38). As a whole, the increase in hourly earnings failed to compensate for the reduction in hours of work. The average weekly earnings of all workers taken together fell by 8 percent in the month July to August 1933. There was a slight increase in average weekly earnings during the following year, but the level of August 1934 was still 6 percent below that of the active month of July 1933.

The lack of group concentrations in the hourly wage scales of cotton finishing, already discussed, is again discernible in the weekly earnings of these employees. The higher-paid males suffered relatively heavy net reductions in weekly earnings, a decline of nearly a fourth in the cases of tenter-frame tenders and calender tenders, while female employees realized net increases, as shown in table 7. There was some shifting in the wage differentials as between occupational groups. No pronounced concentrations of weekly earnings developed, although some rise occurred in the percentages of workers earning less than \$25 as a result of the decline in working hours. The losses in earnings were rather generally distributed among the males, as is shown by table 8 and by the occupational data in table 7. The increases in the weekly earnings of women served to improve the position of the industry's lowest-paid workers, but these increases had only a slight effect in offsetting the average decline in weekly earnings. As in the case of hourly earnings, the industry made most of its adjustments in weekly earnings during the first month of the President's Reemployment Agreement.<sup>17</sup> The further adjustments of the year following August 1933 were moderate, some workers recovering some of the previous losses, others suffering further small reductions. The case of dye-house laborers was exceptional, in that the entire loss of average weekly earnings under the President's Reemployment

<sup>17</sup> In connection with the August losses, it should be borne in mind that July 1933 was a month of exceptionally good employment, which neutralizes to some extent the apparently severe effects of the President's Reemployment Agreement on the subsequent weekly pay periods.

agreement (\$1.69) was more than offset by an average increase of \$1.73 per week under the code. Female factory clerks secured increases in both periods while female yarn winders lost, between August 1933 and August 1934, \$0.38 of the \$1.30 increase they had realized in the first month of the P. R. A.

Table 7.—Average Weekly Earnings in Cotton-Textile Finishing, July 1933, August 1933, and August 1934, by Occupational Groups.

Occupation	Sex	Average weekly earnings			Change		
		July 1933	August 1933	August 1934	July 1933 to August 1933	August 1933 to August 1934	Net July 1933 to August 1934
All occupations covered <sup>1</sup> .....		\$17.40	\$16.13	\$16.38	-\$1.27	+\$0.25	-\$1.02
Male occupations <sup>1</sup> .....	Male	19.22	17.16	17.32	-2.06	+ .16	-1.90
Female occupations <sup>1</sup> .....	Female	11.81	12.68	12.46	+ .87	-.22	+ .65
Selected occupations:							
Foremen, working.....	Male	34.83	30.47	29.93	-4.36	-.54	-4.90
Maintenance and power, I and II.....	do	23.32	22.68	22.58	-.64	-.10	-.74
Tenter-frame tenders.....	do	19.69	15.32	15.39	-4.37	+ .07	-4.30
Calender tenders.....	do	19.49	15.32	14.69	-4.17	-.63	-4.80
Clerks, factory.....	do	18.73	19.41	19.38	+ .68	-.03	+ .65
Drier tenders, cloth.....	do	17.49	14.86	14.79	-2.63	-.07	-2.70
Dyeing-machine tenders, cloth.....	do	17.45	15.02	14.95	-2.43	-.07	-2.50
Laborers <sup>2</sup> .....	do	15.78	13.53	12.96	-2.25	-.57	-2.82
Dyeing-machine tenders, yarn.....	do	15.72	13.33	14.27	-2.39	+ .94	-1.45
Washer tenders.....	do	15.20	13.31	13.17	-1.89	-.14	-2.03
Truckers, hand.....	do	14.96	13.90	14.30	-1.06	+ .40	-.66
Laborers, dye-house.....	do	14.61	12.92	14.65	-1.69	+1.73	+ .04
Helpers <sup>3</sup> .....	do	14.54	13.29	14.07	-1.25	+ .78	-.47
Clerks, factory.....	Female	13.03	14.81	15.00	+1.78	+ .19	+1.97
Yarn winders.....	do	10.35	11.65	11.27	+1.30	-.38	+ .92
Total.....		16.94	15.27	15.43	-1.67	+ .16	-1.51

<sup>1</sup> Includes all workers in the Bureau's sample, see footnote 13, p. 1342.

<sup>2</sup> Excluding dye-house laborers.

<sup>3</sup> Excluding dye-house helpers and mechanics' helpers.

Table 8.—Cumulative Percentage Distribution of Average Weekly Earnings in Cotton-Finishing Industry, July 1933, August 1933, and August 1934

Amount	Male workers			Female workers		
	July 1933	August 1933	August 1934	July 1933	August 1933	August 1934
Number of workers.....	3,609	10,283	10,528	1,174	3,057	2,530
	Percent	Percent	Percent	Percent	Percent	Percent
Less than \$8 weekly.....	5.0	6.4	6.1	16.8	13.3	16.1
Less than \$10 weekly.....	9.3	12.3	12.7	40.0	22.8	29.4
Less than \$12 weekly.....	14.7	19.4	21.8	56.5	32.8	44.2
Less than \$14 weekly.....	25.5	34.0	33.7	72.3	56.2	63.9
Less than \$16 weekly.....	39.7	54.6	50.8	83.0	84.3	79.8
Less than \$18 weekly.....	54.3	69.6	66.0	91.1	92.1	89.6
Less than \$20 weekly.....	66.7	78.1	76.5	94.3	96.2	93.8
Less than \$25 weekly.....	83.3	88.9	88.3	98.4	99.0	98.9
Less than \$30 weekly.....	90.6	93.6	93.3	99.2	99.7	99.6

#### Weekly Earnings in the New England, Middle Atlantic, and Southern Regions

In table 9 a comparison is made of the average weekly earnings in each of the three regions into which the returns from this industry have been separated. The table shows the largest amounts which

were earned weekly by the lowest-paid tenth, quarter, half, three-quarters, and nine-tenths of the workers which were covered by the Bureau's sample. It can be seen clearly that male workers in the South earned less than in either of the northern regions in each of the three periods. Southern earnings approached those of the North somewhat more closely after July 1933, however. As between New England and the Middle Atlantic States, there was no significant difference in the weekly earnings of male workers in this industry. Since hourly earnings were also practically identical,<sup>18</sup> the North can be considered a single, homogeneous region so far as the earnings of male workers are concerned.

Female workers received nearly the same weekly earnings in all three regions. So far as differences did exist the South was not consistently the low-wage region. In August 1933, half the Bureau's sample of southern female workers were earning as much as \$12.93 per week. At the same time the corresponding group in the Middle Atlantic States was found to be earning no more than \$11.54 per week. This appears to have been a temporary condition, however. By August 1934 the usual position of the three regions with respect to weekly earnings of females as well as males had been restored: New England as the highest-paid, the Middle Atlantic States as intermediate, and the southern region as the lowest-paid area.<sup>19</sup>

Table 9.—Regional Comparison of Average Weekly Earnings in Textile Finishing Under P. R. A. and Cotton Code, July 1933, August 1933, and August 1934

Earnings below which were found—	Males								
	July 1933			August 1933			August 1934		
	New Eng- land	Middle Atlan- tic	South	New Eng- land	Middle Atlan- tic	South	New Eng- land	Middle Atlan- tic	South
10 percent of the workers....	\$11.26	\$12.54	\$6.20	\$10.85	\$9.20	\$8.16	\$11.51	\$9.71	\$7.46
25 percent of the workers....	14.70	14.73	9.20	14.34	13.08	10.69	14.83	12.56	9.73
50 percent of the workers....	17.74	18.33	12.27	16.76	15.95	12.67	16.76	16.17	12.06
75 percent of the workers....	22.63	22.15	16.00	20.73	20.05	14.80	20.37	21.43	14.24
90 percent of the workers....	30.54	25.50	22.33	28.01	27.00	19.56	27.86	28.33	18.87
	Females								
	July 1933			August 1933			August 1934		
	New Eng- land	Middle Atlan- tic	South	New Eng- land	Middle Atlan- tic	South	New Eng- land	Middle Atlan- tic	South
10 percent of the workers....	\$7.73	\$6.29	\$5.50	\$6.03	\$4.44	\$8.18	\$9.61	\$6.40	\$6.53
25 percent of the workers....	9.46	8.39	8.06	12.67	8.04	10.86	12.53	8.50	7.82
50 percent of the workers....	12.15	11.28	9.57	14.20	11.54	12.93	14.24	11.15	10.40
75 percent of the workers....	15.40	14.27	12.28	15.57	14.45	14.55	16.37	14.95	12.34
90 percent of the workers....	18.10	16.63	16.60	18.18	18.07	15.92	19.22	19.88	14.18

#### Earnings in Cotton as Compared With Other Textile Finishing

THE finishing of cotton textiles has a double relationship to other industries. Vertically, it is related to the manufacture of cotton

<sup>18</sup> See table 6, p. 1345.

<sup>19</sup> In the case of hourly wages over 40 cents, however, New England stood second. (See p. 1344.)



goods, for it represents a further process which is sometimes conducted by the same concern which spins and weaves. Horizontally, it is related to the finishing of rayon silk and wool, and its actual operations resemble the other kinds of textile finishing more than the earlier stages of cotton-goods manufacture.

Workers in cotton-finishing plants generally earned more per hour than those in other branches of cotton manufacture but less per hour than in other branches of textile finishing.<sup>20</sup> A comparison of hourly earnings in cotton-finishing and in all the textile-finishing units studied is presented for August 1933 and August 1934 in table 10. In addition to the general averages, the table shows for each of the 15 specified occupations the amount by which average hourly earnings in the whole finishing industry exceeded those in this particular branch. No comparison is made for July 1933 because the Bureau's sample for that month was small or nonexistent in other branches of the textile-finishing industry.

In August 1933 yarn winders (female) and tenders of cloth-dyeing machines (male) were the only two occupations in cotton finishing which were paid more than average hourly earnings for those occupations in the whole finishing industry. A year later yarn winders were the only ones to receive more in cotton than in other branches of the industry. The differences ranged from negligible amounts to 9.3 cents an hour.<sup>21</sup> On the whole, the cotton branch not only paid less than other branches to the same occupation categories, but the disparity increased during the year 1933 to 1934. For all occupations, including the groups which could not be designated separately, the cotton branch paid an average of 0.9 cents an hour less than the average for finishing in August 1933 and an average of 2.2 cents an hour less in August 1934. It is significant that comparisons based on similar classes of workers show greater differences than the general average. This suggests that the lower average hourly earnings in cotton finishing were not primarily due to the fact that cotton finishing employed a greater proportion of unskilled occupations; but that part of the difference might be due to the fact that considerable cotton finishing can be carried on in the low-wage areas of the South and part to the fact that a given process often can be applied to cotton goods by an operative of less skill than when a similar process is applied to rayon, silk, or woolen goods.

The weekly earnings of cotton-finishing workers are quite consistently lower than earnings of the same occupations in the other branches of the textile-finishing industry. Given the same weekly hours of work, this would naturally follow, since the hourly rates are

<sup>20</sup> See Textile Report, Part I, Feb. 4, 1935, pp. 43-46, or Monthly Labor Review, March 1935, pp. 614-618.

<sup>21</sup> Even small differences are of some significance because the comparison is with an average of which cotton finishing formed a large part. (See forthcoming article in the Monthly Labor Review covering textile finishing as a whole.)

likewise lower (table 10). The weekly differences in August 1933 and August 1934 are also shown in table 10.<sup>22</sup> In several occupations the differences are greater than \$1 per week, and in the case of yarn-dyeing-machine tenders, over \$2. The code period brought about some shifting in the relationships. Tenter-frame tenders had been one of two classes paid more in cotton finishing, but they lost their 85-cent relative advantage to drop to \$1.11 below the industry average. Dye-house laborers, on the other hand, moved from \$1.39 lower than the industry average to 36 cents above it. Hand truckers in cotton finishing likewise assumed a moderate position above the average, and female yarn winders maintained a slight advantage, but all occupations other than the three mentioned, remained on a lower earnings level than textile-finishing workers as a whole.

Table 10.—Average Wage Differences Between Cotton-Textile-Finishing Workers and Workers in Textile-Finishing Industry as a Whole, August 1933 and 1934

Occupation	Sex	Deficiency of average earnings of cotton-finishing workers below all finishing workers			
		Per hour		Per week	
		August 1933	August 1934	August 1933	August 1934
		Cents	Cents	\$0.55	\$0.43
All occupations <sup>1</sup>		0.9	2.2		
Foremen, working	Male	2.5	1.5	1.58	1.11
Tenter-frame tenders	do	.9	2.7	1.85	1.11
Calender tenders	do	1.0	3.9	.61	1.76
Clerks, factory	do	.9	2.6	.78	1.08
Drier tenders, cloth	do	1.5	4.2	.89	.90
Dyeing-machine tenders, cloth	do	1.1	2.4	.91	1.55
Laborers <sup>2</sup>	do	1.1	3.7	.51	.95
Dyeing-machine tenders, yarn	do	6.1	9.3	2.24	2.04
Washer tenders	do	4.1	4.9	1.94	.31
Truckers, hand	do	.6	.4	.39	2.04
Laborers, dye-house	do	.3	6.4	1.39	2.36
Helpers <sup>3</sup>	do	3.3	6.5	1.09	.50
Clerks, factory	Female	.6	1.1	.49	.66
Yarn winders	do	1.5	1.9	1.28	1.08
Male occupations <sup>1</sup>	Male	.6	2.3	.43	.25
Female occupations <sup>1</sup>	Female	.0	.4	.12	.43

<sup>1</sup> Including occupations not separately specified.

<sup>2</sup> Excess of average weekly earnings of cotton-finishing workers.

<sup>3</sup> Excluding dye-house laborers.

<sup>4</sup> Excluding dye-house helpers and mechanics' helpers.

### Silk and Rayon Finishing

As in the other branches of the textile industry, the effect of the President's Reemployment Agreement and the industrial codes upon hourly earnings in rayon and silk finishing was pronounced. Some interesting characteristics of the rayon and silk earnings appear, however, particularly the voluntary advancement to a level of average earnings considerably in excess of P. R. A. requirements, and the

<sup>22</sup> As regards the significance of these differences, see note 21, p. 1349.

1933 establishment 4 months later of code minimum rates which confirmed the higher earnings level of silk and rayon in comparison with other textile branches.<sup>23</sup>

The Middle Atlantic States of New Jersey, New York, and Pennsylvania contain nearly all the dyeing and printing plants which finish silks and rayons. The tables presented in this report are therefore based on that region with the exception of one silk mill, having a finishing department, surveyed in the New England region. The pay-roll records of this mill were available only for August 1934. The total industry data for August 1934 are therefore given with the records of this single New England mill included.<sup>24</sup>

Aggregate employment by rayon and silk finishing plants in the United States was estimated by N. R. A. authorities at 25,000 workers in 1929 and 1933 but only 20,000 workers in 1932. The Bureau's samples (including 4,261 workers in August 1933 and 4,587 in August 1934)<sup>25</sup> thus covered between one-sixth and one-fifth of all the employees in this branch of the industry.<sup>26</sup>

#### Concentration of Hourly Earnings Above the P. R. A. and Code Minima

SILK and rayon finishing plants appear to have increased their hourly rates sharply between July and August 1933, at the time of the

<sup>23</sup> The basic minimum rates of the rayon and silk dyeing and printing code (45 cents an hour for adult males and 35 cents for adult females) were in fact the highest minimum rates in any of the N. R. A. codes applicable to the textile industry. Some tolerances below these basic minimum rates were allowed: Employees aged 16 to 18 might be paid 80 percent of the basic rates and handicapped workers might be paid subminimum rates upon permission by designated authority.

The textile finishing plants and departments covered by this study were those to which the rayon and silk dyeing and printing code applied. This code was approved by the President and became effective on Dec. 21, 1933. For a short period, Nov. 13 to Dec. 21, 1933, rayon and silk finishing was placed temporarily under the cotton-textile code, but for the 3½ months previous to Nov. 13, the voluntary President's Reemployment Agreement applied to these operations. The rayon and silk dyeing and printing code applied both to specialized finishing plants and to the finishing departments of integrated mills. Employees of both types of organization were represented in the present sample. One small mill, wholly engaged in the finishing of silks, reported that it was operating under the silk textile code; nevertheless, its record is included in this sample because the character of its work made applicable the provisions of the dyeing and printing code.

All finishing operations on silks and most finishing operations on rayon were covered by the rayon and silk dyeing and printing code, provided that the concern took title to the goods being finished. Rayon yarn and knit goods finishing by commission firms was placed under the textile processing code on Jan. 30, 1934; the present field study did not cover any of these. The finishing of all-rayon goods was allowed to remain under the cotton textile code if the concern was not primarily a rayon producer or not a member of the Institute of Dyers and Printers. The finishing of mixtures of cotton with rayon or silk was also allowed to remain under the cotton-textile code if the mixtures consisted predominantly of cotton. Workers who were engaged in the finishing of such cotton-rayon or cotton-silk goods were included in the study of cotton-finishing plants. (See p. 1336.)

<sup>24</sup> The employees of this New England mill account for 262 of the males and 24 of the females in the sample for August 1934.

<sup>25</sup> An attempt was made to secure a sample for July 1933, the period just prior to the first application of N. R. A. codes. The sample, however, proved too small for separate tabulation in this section of this report. Only 2 mills, employing 148 workers, were found to have retained adequate pay-roll records for July 1933 when the Bureau's field agents made their visits in October 1934. Tabulations to be published for the dyeing and finishing industry as a whole do include this portion of the sample for July 1933. Previous Bureau studies of wages in the textile dyeing and finishing industry provide no comparable information, inasmuch as data from rayon and silk mills were not separately tabulated.

<sup>26</sup> Ten establishments were represented in the Bureau's sample in August 1933, half of which (employing 45 percent of the workers) finished silk goods exclusively. Four-fifths of the workers were employed in New Jersey alone and one New Jersey plant employed three-fifths of the workers represented.



voluntary President's Reemployment Agreement.<sup>27</sup> It will be recalled that the P. R. A. fixed a minimum of 40 cents an hour for shop employees, except that operations for which less than 40 cents had been paid in July 1929 might be paid for at the 1929 rate but at not less than 30 cents an hour. Table 11 indicates that rates of 45 cents an hour for men and 35 cents an hour for women were strongly characteristic of the industry within a month of the acceptance of the agreement. The agreement was substantially fulfilled in the case of male workers, since only 1.5 percent of those studied were found to be earning less than 40 cents an hour in August 1933. In view of the tolerance allowed by P. R. A. for low-paid operations, it is possible that the agreement was also largely fulfilled in the case of women, although 70.8 percent of this female group were earning less than 40 cents an hour in August 1933.

When the code became effective in December 1933, this branch of the textile industry was already in the position of adhering generally to the minimum code requirements of 45 cents an hour for men and 35 cents an hour for women. A further sharp advance in hourly earnings occurred after the code, however. By August 1934, the characteristic hourly earnings had become 57½ cents for men and 42 cents for women. The dominant group of men had thus obtained a net average gain of 12½ cents an hour, or 28 percent during one year. The most important group of women had gained an average of only 7½ cents an hour, or 21 percent. While this advance was not required by the minimum rates of the code, it may have been the result of compliance with the code requirement that no worker should be paid less for 40 hours of work than had been earned during the longer workweek prior to June 23, 1933, on the same class of work.

Table 11.—Cumulative Percentage Distribution of Average Hourly Earnings in Silk and Rayon Finishing, August 1933 and 1934<sup>1</sup>

Average hourly earnings	August 1933		August 1934	
	Males	Females	Males	Females
Number of employees.....	3,720	541	4,306	550
	Percent	Percent	Percent	Percent
Less than 35.0 cents.....	0.7	7.2	0.1	0.9
Less than 37.5 cents.....	1.3	58.8	.3	8.3
Less than 40.0 cents.....	1.5	70.8	.3	10.0
Less than 42.5 cents.....	2.1	76.7	.3	58.2
Less than 45.0 cents.....	2.6	79.1	.3	66.9
Less than 47.5 cents.....	67.5	86.5	4.0	76.6
Less than 50.0 cents.....	72.9	92.2	4.7	79.0
Less than 55.0 cents.....	81.7	96.7	7.4	90.1
Less than 65.0 cents.....	88.6	99.1	83.1	96.9
Less than 75.0 cents.....	92.9	99.6	89.8	99.0

<sup>1</sup> Data relate to plants located in Middle Atlantic region only, except that August 1934 figures include one New England mill, with 262 male and 24 female employees.

<sup>2</sup> 10.9 percent of the whole group of male workers (2,763 of the males studied) received less than 57.5 cents per hour, and 75.1 percent of the whole group received less than 60 cents per hour.

<sup>27</sup> Judging from the limited information for July 1933 in the possession of the Bureau (148 workers in 11 mills) 30 cents an hour was the characteristic rate in July 1933 just before any of the N. R. A. codes were put into force. The new rate of 45 cents thus represented a sharp advance between July and August 1933, in anticipation of the code but not required by any code then in effect.

The concentration of hourly earnings was extraordinary, especially among the male workers. The survey of the P. R. A. period showed that 2,413 males, or 64.9 percent of all the males studied, were then earning from 45 to 47½ cents an hour. It was distinctly exceptional for a man in a silk or rayon finishing plant to earn any other hourly wage. The effective minimum earnings, which were to become the minimum rate of the code, were also the maximum hourly earnings in a greater proportion of cases than in any other branch of the textile industry.<sup>28</sup> This standardization of the hourly earnings of men continued after the code was adopted, although the level of characteristic earnings was greatly raised, as has been seen. By August 1934, 64.3 percent of the males studied were earning between 57½ and 60 cents an hour, the new level of concentration. Fewer than 8 percent of the males earned less than 55 cents an hour, whereas more than 80 percent of the males had earned less than this amount a year before. Since the dominant earnings were well above the minimum rates of the code, there was no problem of compliance with these minimums among those mills which were clearly engaged in silk and rayon finishing. Only 15 men and 3 women in the Bureau's sample of 4,587 workers were found to be earning less than the minimum rates in August 1934. These few workers may have belonged to the under-age or handicapped classes which were exempted by the code from the full minimum rates.

In each of the periods studied there was a relatively small group of workers who received more than the ordinary wage. The best-paid one-quarter of the group received 60 cents an hour or more in August 1934 as against 51 cents an hour or more a year previously.<sup>29</sup> One-tenth of the male workers received hourly earnings of 80 cents<sup>30</sup> or more in the latter month, as compared with 69 cents in the former. Evidently this branch of the textile industry advanced the hourly earnings of its most skilled workers by smaller amounts than its less skilled during the first months of code operation. In other branches of the textile-finishing industry the wages of the more skilled workers were advanced less than the unskilled at the beginning of code operations and more rapidly, though not enough to maintain pre-code differentials, after the code had been in operation for some time.

<sup>28</sup> Compare Monthly Labor Review, March 1935 (p. 618) and June 1935 (pp. 1441, 1451) for the corresponding distributions of average hourly earnings of workers in cotton, silk and rayon, and woolen mills.

<sup>29</sup> No significant difference in the position of the upper quartile appeared when the New England sample was omitted.

<sup>30</sup> No significant difference in the position of the highest decile appeared when the New England sample was omitted.

The number of women who work in rayon and silk finishing plants is not large. Some 550 were included in the Bureau's samples of more than 4,000 workers. Their hourly earnings followed the same general pattern as those of the men, but at a lower level. In August 1933, 4 months before the code, half of the group were receiving what was to become the code minimum, 35 cents an hour, while a year later half of the women were receiving 42½ to 45 cents an hour. In August 1933, 70 percent of the women received less than 40 cents an hour, but a year later only 10 percent were to be found earning less than this amount. At the upper end of the wage scale, one-quarter of the women received 42 cents an hour or more and one-tenth received 49 cents or more in August 1933. A year later the best-paid one-quarter had advanced to 46½ cents or more and the best-paid one-tenth to 54 cents or more. Even more than in the case of men, it may be said that the most skilled group of women received a smaller advance after the code than did the least skilled. The industry made very considerable increases in hourly earnings during the year 1933 to 1934 and concentrated its efforts on raising the lowest rates, even after the code minimum had been achieved.

#### Increases in Hourly Earnings by Occupation, 1933 to 1934

THE occupational changes in average hourly earnings are shown in table 12. It was found practical to present individual averages for 13 specific occupations and 5 broad occupational groups, representing 60 percent and 40 percent, respectively, of the total workers in the Bureau's sample. The column showing the increases in cents per hour indicates, first, that the increases in average hourly earnings were generally substantial between August 1933 and August 1934, except that the average earnings of foremen decreased. Among male employees, the increases in cents per hour generally became greater as the relative earning rates of the occupations decreased, thereby closing moderately or reversing the existing differentials. The relatively few women employed by the industry benefited much less than the men.

Table 12

All occupat  
Male o  
FemaleSelected oc  
Forem  
Clerks  
Dyein  
Calen  
Labore  
Tenter  
Truck  
Wash  
Help  
Dyein  
Drier  
Labor  
Clerks

Total

Occupatio  
Main  
Misc  
Produ  
Produ  
MiscDecre  
Exclu  
Exclu  
Exclu  
Inclu  
IncluThe  
first a  
indust  
avera  
throu  
cussio  
forem  
of the  
high  
of the  
perce  
min  
the d  
contr  
perce  
earn  
5 per  
prop



Table 12.—Average Hourly Earnings in Rayon and Silk Finishing, August 1933 and 1934, by Occupational Groups

Occupation	Sex	Average hourly earnings (in cents)			Number of workers	
		August 1933	August 1934	Increase	August 1933	August 1934
All occupations covered.....		50.3	59.6	9.3	4,261	4,873
Male occupations.....	Male.....	51.8	61.7	9.9	3,720	4,306
Female occupations.....	Female.....	38.9	43.8	4.9	541	567
Selected occupation:						
Foremen, working.....	Male.....	87.9	84.6	13.3	233	212
Clerks, factory.....	do.....	53.0	62.3	9.3	169	171
Dyeing-machine tenders, cloth.....	do.....	49.2	58.7	9.5	114	237
Calender tenders.....	do.....	48.6	58.9	10.3	102	118
Laborers <sup>1</sup> .....	do.....	48.4	59.8	11.4	189	192
Tenter-frame tenders.....	do.....	47.9	58.3	10.4	90	164
Truckers, hand.....	do.....	46.8	57.8	11.0	60	55
Washer tenders.....	do.....	46.4	58.0	11.6	143	139
Helpers <sup>2</sup> .....	do.....	45.7	58.2	12.5	654	511
Dyeing-machine tenders, yarn.....	do.....	45.7	57.7	12.0	375	432
Drier tenders, cloth.....	do.....	45.4	57.7	12.3	100	154
Laborers, dye-house.....	do.....	45.2	56.6	11.4	206	413
Clerks, factory.....	Female.....	42.0	44.2	2.2	114	123
Total.....		50.9	60.0	9.1	2,549	2,921
Occupational groups: <sup>4</sup>						
Maintenance and power.....	Male.....	63.9	74.3	10.4	268	248
Miscellaneous males <sup>5</sup> .....	do.....	61.1	70.1	9.0	158	178
Productive workers.....	do.....	47.2	58.6	11.4	859	1,082
Productive workers.....	Female.....	38.2	43.7	5.5	375	391
Miscellaneous females <sup>6</sup> .....	do.....	36.6	43.8	7.2	52	53

<sup>1</sup> Decrease.<sup>2</sup> Excluding dye-house laborers.<sup>3</sup> Excluding dye-house helpers and mechanics' helpers.<sup>4</sup> Exclusive of the specific occupations shown above.<sup>5</sup> Including 1 office worker in 1933; 2 office and 8 supervisory workers in 1934.<sup>6</sup> Including 3 office and 4 supervisory workers in 1933; 2 office and 5 supervisory workers in 1934.

The 212 foremen in the Bureau's 1934 sample should be considered first and separately, because their wage changes were counter to the industry trend. To include their decrease in earnings in the general averages, therefore, makes less apparent the degree of benefit accruing throughout the body of other wage earners. The subsequent discussion, therefore, relates at various points to wage earners excepting foremen, since the wages of working foremen were unrepresentative of the industry as a whole. Hourly earnings of foremen were very high even as compared with other workers in this highly-paid branch of the industry. The 87.9 cents they received in August 1933 was 75 percent above the average for the industry and 95 percent above the minimum and usual rate for males in that month. The extent of the decline in their hourly earnings was 4 percent during the year in contrast with the average rise of 19 percent for all males and 27.8 percent for the representative two-thirds of workers who had been earning the typical 45 to 47½ cent rate. Finally, foremen comprised 5 percent of the workers in the Bureau's sample, an unusually large proportion for a single highly paid supervisory occupation. If

working foremen are excluded, the remaining male workers are found to have had average earnings of 49.1 cents in August 1933 and to have received an increase of 23 percent, making their average of hourly earnings 60.2 cents in August 1934. This increase of 23 percent may be compared with the increase of about 26 percent enjoyed by the large portion of the male workers who were receiving close to the minimum rates in August 1933.

The male employees, excepting foremen, received substantial advances in hourly earnings within the year following August 1933. The smallest advance was 9 cents an hour to the miscellaneous male group, and the highest was 12.5 cents to helpers. The average was 9.9 cents. The advances generally were in inverse ratio to the level of earnings in 1933, whether considered in terms of cents per hour or percentage benefit. The most drastic reduction of differentials occurred as between foremen and the next highest-paid occupation, factory clerks. Here the differential, which had been 34.9 cents in 1933, became only 22.3 cents in 1934. Other differentials changed in moderate degree with some changes in the order of earnings per occupation. The tendency, evident in table 12 and already discussed in connection with table 11, toward concentration about the 46-cent level in 1933 was continued at the 58-cent level in 1934 with the 12-cent average increases that were typical among this large class of workers. The hourly earnings of workers above the minimum advanced much less rapidly than those of the bulk of the workers. Hence the average advance of all male workers shown in table 12 was only 19 percent (51.8 cents to 61.7 cents) and only 13 percent (38.9 cents to 43.8 cents) in the case of females, or 18 percent (50.3 cents to 59.6 cents) for both sexes together.

The female workers in this branch of the finishing industry are too few and have too large a variety of tasks to be classified satisfactorily by occupation. The Bureau was able to distinguish only one specific occupation, factory clerks, in which significant numbers of the women studied were employed. The general group of women who work in the production line, and the miscellaneous group of female workers are indicated in table 12 by corresponding designations. As among these three categories, the same rule held true for women as for men: the most poorly paid received the largest percentage advance during the year. No group of women were paid as much as the most poorly paid group of men, however. The contrast between male and female clerks was especially great in this regard. Moreover, the rate of advance for women was much less on the whole than the rate of increase in hourly earnings received by occupational groups of males.

#### Increases in Average Weekly Earnings

As a result of the substantial increase in hourly earnings between August 1933 and August 1934, the weekly earnings of nearly all

Classes and occupations were raised during this period. The changes in the distributions of weekly earnings are shown in table 13 and the changes in the occupational averages of weekly earnings are shown later, in table 15. The rise in the averages of weekly earnings was less than the rise in average hourly earnings, since the average length of the working week was decreased between the two periods studied. The averages in August 1933 were, for men, 36.7 hours per week and, for women, 33.6 hours; the average for both sexes was 36.3 hours per week. Since male workers earned an average of 51.8 cents an hour in August 1933, the available hours of employment provided them with average weekly earnings of exactly \$19. At 38.9 cents an hour, female workers received an average of \$13.07 per week; the average for both sexes was \$18.25 per week. A year later when the available hours of employment had been decreased by about 10 percent, the average of hourly earnings had been increased by 18½ percent. Hence, by August 1934 the weekly earnings of men averaged \$20.01; those of women averaged \$14.05; and the general average for this branch of the industry became \$19.32. The average weekly earnings of men thus increased 5 percent while those of the women increased 7 percent during the year; the average increase for both sexes was 6 percent.

Table 13.—Cumulative Percentage Distribution of Average Weekly Earnings in Silk and Rayon Finishing, August 1933 and 1934<sup>1</sup>

Average weekly earnings	August 1933		August 1934	
	Males	Females	Males	Females
Number of employees.....	3,720	541	4,306	567
	Percent	Percent	Percent	Percent
Less than \$8.....	3.9	6.1	5.1	6.3
Less than \$10.....	5.6	15.0	12.4	22.6
Less than \$12.....	8.2	32.5	15.3	31.9
Less than \$14.....	14.5	52.9	22.8	44.3
Less than \$15.....	21.1	78.6	26.6	55.7
Less than \$16.....	27.0	86.1	31.0	61.0
Less than \$17.....	31.3	89.5	33.5	80.4
Less than \$18.....	35.5	91.3	36.8	86.4
Less than \$19.....	70.3	95.2	40.5	90.5
Less than \$20.....	74.2	96.9	42.5	91.9
Less than \$21.....	79.5	97.8	46.1	93.7
Less than \$22.....	81.4	98.2	49.5	94.4
Less than \$23.....	83.7	98.3	54.4	95.4
Less than \$24.....	84.9	98.3	81.9	97.2
Less than \$25.....	86.8	98.9	84.2	98.1
Less than \$30.....	92.9	99.6	91.4	99.6

<sup>1</sup> Data relate to plants located in Middle Atlantic region only, except that August 1934 figures include 1 New England mill with 262 male and 24 female employees.

#### Distribution of Increases in Weekly Earnings

IT HAS been seen that the majority of male workers earned close to 45 cents an hour in August 1933 and between 57½ and 60 cents an hour in August 1934. Had this representative class of males worked the full maximum of 40 hours per week, they would have earned \$18 a week at the beginning, and between \$23 and \$24 a week at the end



of the period now under review.<sup>31</sup> Forty hours was, indeed, the most common working schedule in August 1933 (52.2 percent of the males worked exactly 40 hours) notwithstanding the lower averages mentioned above. There was, accordingly, a concentration in earnings of males around \$18 in that month. This can be seen from table 13 which shows the percentages of the male and female workers studied who earned less than each designated amount per week in August 1933 and August 1934. During the earlier month, 34.8 percent of the males earned between \$18 and \$19 per week. A year later the working schedule had become less uniform. Forty hours was still the most common working week (39.6 percent of the males worked these hours) but a larger proportion of the workers lost some working time. Weekly earnings of between \$23 and \$24 (corresponding with 40 hours at 57½ to 60 cents an hour) were found more frequently than any other amount. But the proportion of males earning these amounts was only 27.5 percent, as against nearly 35 percent who had earned these most usual weekly amounts a year before. In general the weekly earnings of men became both higher and more dispersed during the year 1933-34. They became higher because hourly wage rates rose faster than the hours of work decreased. They became dispersed—in spite of a continued concentration of hourly rates—because the hours of work lost their previous degree of uniformity.

Although the average weekly earnings of men rose during the year,<sup>32</sup> certain groups of workers lost ground. Thus the lowest paid one-quarter of the males earned as much as \$15.47 in August 1933 and more than \$14.61 in August 1934. However, those who had earned most per week in August 1933 held their ground or improved their position during the following year. The highest paid one-quarter of the males advanced from weekly earnings of \$20.09 or more to \$23.40 or more.

The weekly earnings of the much less important group of women who work in this branch of the trade showed a smaller degree of concentration than did the earnings of the men in both the periods studied. The hourly earnings of females were, indeed, concentrated at 35 cents and at 42½ cents in the 2 months covered by the study. For a full week of 40 hours, such rates would have yielded weekly earnings of \$14 in August 1933 and of \$16 to \$17 in August 1934.<sup>33</sup> From table 13 it can be seen that about one-fourth of the women earned between \$14 and \$15 a week at the earlier date and that about one-fifth earned between \$16 and \$17 at the later date. As in the case of men, the weekly earnings of women rose<sup>34</sup> and became more

<sup>31</sup> These rates must be distinguished from average full-time earnings which were \$20.72 in August 1933 and \$24.68 in August 1934. The average is naturally higher than the effective minimum point at which the bulk of the workers were to be found.

<sup>32</sup> Half of the males earned \$18.23 or more in August 1933 and \$22.51 in August 1934.

<sup>33</sup> But average full-time earnings of females were \$15.55 in August 1933 and \$17.52 in August 1934 (CL *supra*, note 31).

<sup>34</sup> Half of the females earned \$13.76 or more in August 1933 and \$14.42 in August 1934.

dispersed. But the women consistently lost more working time than did the men. Hence their actual weekly earnings fell short of full-time earnings by a larger amount. Three-quarters of the women earned less than \$14.48 per week in August 1933 and less than \$16.41 in August 1934. As in the case of men, the earnings of the least-paid one-quarter of the women actually fell during the year from \$11 to \$10.58. In August 1934, 22 percent of the women in this most highly paid division of the textile industry were earning less than \$10 a week.

#### Occupational Comparison of Average Weekly Earnings

THE average weekly earnings of workers in specific occupations of rayon and silk finishing ranged from \$14.24 to \$35.26 in August 1933. This range includes only the 13 occupations for which the Bureau was able to collect a fairly representative sample. In table 14 these occupations are listed in the order of their average weekly earnings at the beginning of the period here studied. In addition to these 13 occupations, 5 groups of occupations are listed so as to complete the occupational information which was collected. Among these additional groups, the two which include female workers had much lower weekly earnings than did any of the specifically defined occupations. An average of \$12.37 a week was earned by 375 women employed in various capacities on the production line, but it is to be remembered that this group included many separate occupations, some of which were paid much less than the figure named.

Table 14.—Average Weekly Earnings in Silk and Rayon Finishing, August 1933 and 1934, by Occupational Groups

Occupation	Sex	Average weekly earnings			Number of workers	
		August 1933	August 1934	Increase	August 1933	August 1934
All occupations.....		\$18.25	\$19.32	\$1.07	4,261	4,873
Male occupations.....	Male.....	19.00	20.01	1.01	3,720	4,306
Female occupations.....	Female.....	13.07	14.05	.98	541	567
Selected occupations:						
Foremen, working.....	Male.....	35.26	33.72	<sup>1</sup> 1.54	233	212
Clerks, factory.....	do.....	20.64	23.84	3.20	169	171
Dyeing-machine tenders, cloth.....	do.....	19.35	20.59	1.24	114	237
Laborers <sup>2</sup> .....	do.....	18.71	19.79	1.08	189	192
Calender tenders.....	do.....	18.60	21.60	3.00	102	118
Dyeing-machine tenders, yarn.....	do.....	17.76	19.82	2.06	375	432
Truckers, hand.....	do.....	17.11	17.78	.67	60	55
Tenter-frame tenders.....	do.....	16.30	19.63	3.33	90	164
Drier tenders, cloth.....	do.....	16.02	18.39	2.37	100	154
Helpers <sup>3</sup> .....	do.....	15.57	15.40	<sup>1</sup> .17	654	511
Clerks, factory.....	Female.....	15.48	16.73	1.25	114	123
Washer tenders.....	Male.....	14.65	14.91	.26	143	139
Laborers, dye-house.....	do.....	14.24	15.27	1.03	206	413
Total.....		18.47	19.29	.82	2,549	2,921
Occupational groups: <sup>4</sup>						
Maintenance and power.....	do.....	25.58	27.89	2.31	268	248
Miscellaneous males <sup>5</sup> .....	do.....	23.50	26.47	2.97	158	178
Productive workers.....	do.....	17.22	18.71	1.49	859	1,082
Miscellaneous females <sup>6</sup> .....	Female.....	12.87	14.21	1.34	52	53
Productive workers.....	do.....	12.37	13.19	.82	375	391

<sup>1</sup> Decrease. <sup>2</sup> Excluding dye-house laborers. <sup>3</sup> Excluding dye-house helpers and mechanics' helpers.

<sup>4</sup> Exclusive of the selected occupations shown above.

<sup>5</sup> Including 1 office worker in 1933; 2 office and 8 supervisory workers in 1934.

<sup>6</sup> Including 3 office and 4 supervisory workers in 1933; 2 office and 5 supervisory workers in 1934.

All but two of the occupations and occupational groups designated in table 14 shared to some degree in the advance of weekly earnings during the year 1933 to 1934. The exceptions were the occupation of working foremen which lost 4 percent and that of male general helpers which had virtually unchanged weekly earnings. The loss by working foremen was brought about entirely by a cut in the hourly rate. Helpers, however, suffered a cut in working time which more than balanced the 27-percent increase in their hourly earnings. The remaining occupations received increases in hourly earnings ranging from 2 percent in the case of washer tenders to 16 percent in the cases of male factory clerks and male calender tenders. As a result of these increases, average weekly earnings of the specified occupations in August 1934 ranged from \$14.91 for washer tenders to \$33.72 for working foremen. The occupational group of female "productive" workers still received the lowest weekly earnings, however, their average at the end of the period being \$13.19.

For the most part the various occupations held the same relationship to each other, as regards weekly earnings, that they held as regards hourly earnings. Calender tenders earned slightly less per week than general laborers in August 1933 when their hourly earnings were slightly greater, but these positions were reversed in August 1934, in respect of both weekly and hourly earnings. The tenders of yarn-dyeing machines worked very steadily and hence held a higher position in the scale of weekly earnings than in the scale of hourly earnings. General helpers and washer tenders both lost considerable amounts of working time and so earned relatively less than their respective hourly earnings would provide on an equal working week. Female factory clerks received much the lowest hourly rates among the 13 specific occupations, but since they were able to work over 90 percent of full-time in both periods, they earned considerably more per week than did male washer tenders or dye-house laborers.

#### Comparison of Earnings With Those in All Branches of Textile Finishing

IN COMPARING hourly and weekly earnings in silk and rayon finishing with earnings in textile finishing as a whole, it must be remembered that silk and rayon finishing, unlike the other branches, is concentrated in the Middle Atlantic States. This area is on a higher wage level than the South and has certain differences as compared with the rest of the North. Tables 15 and 16 were arranged therefore to contrast silk and rayon earnings with those of the entire industry in the Middle Atlantic area separately, as well as for all areas combined. Earnings in silk and rayon finishing are, almost without exception, higher than those in the other finishing branches, but the margins of excess are much narrower within the Middle



Atlantic industrial area, taken as a homogeneous unit, than shown when all areas are included.

The average hourly earnings of workers in silk and rayon finishing during 1933 and 1934 were higher in 10 out of 13 occupations than the corresponding earnings of the same occupations in all Middle Atlantic finishing plants (table 15). Compared with textile finishing in all areas combined, silk and rayon workers received more during both periods in each one of the occupations studied. The three occupations in the Middle Atlantic area which received less than the average for all finishing plants during August 1933 were male and female factory clerks (2.1 and 1.4 cents less than average, respectively) and yarn-dyeing-machine tenders (2.2 less than average). In August 1934 only one of these groups remained below the Middle Atlantic industry average, namely, female factory clerks who continued to earn 2 cents less than average.

The average differential in favor of rayon and silk finishers over all workers in finishing in all areas amounted to 4 cents in 1933 and 9.6 cents in 1934. As compared with the Middle Atlantic finishing mills, the silk and rayon finishers enjoyed differentials of 1.6 cents and 3.9 cents in 1933 and 1934, respectively. It is notable that the difference in favor of rayon and silk workers increased in both cases during the year. It is also noteworthy (table 15) that the above averages were reduced somewhat by the low or negative differentials of female workers in silk and rayon finishing. Eliminating these, it is seen that among the male workers, who represent approximately 88 percent of the employees (table 12), the differentials for all areas increased from 3.7 cents per hour in August 1933 to 9.9 cents in August 1934. The corresponding differential in the Middle Atlantic area alone rose from 1.6 cents to 4.2 cents an hour. Specific male occupations showed wide variations from these averages, ranging from male factory clerks who earned 2.1 cents an hour less in silk and rayon finishing plants in 1933 than in all finishing plants in the Middle Atlantic area during that year to laborers who enjoyed a differential of 17.8 cents over the average in all finishing plants during 1934. Female workers, as noted previously, were paid slightly less than the industry average in the Middle Atlantic area, but 0.9 cents (1933) and 3.3 cents (1934) higher, respectively, than the average for all female finishers in all areas.

It appears that the higher hourly earnings in this branch of the industry were due only in part to the fact that it is located in a high-wage region. Doubtless more skill is required when the certain processes are performed on rayon or silk goods rather than on cotton goods. To some extent it may be merely customary for the cotton branch of the industry to pay a lower wage scale. Finally, there is evidence that the silk and rayon branch of the industry had a greater

capacity to pay high wages than other branches. At least, it is a fact that rayon and silk mills not only paid higher hourly earnings at the beginning of the period which was studied but also increased those earnings more than did other branches of the textile-finishing industry.

Table 15.—Average Hourly Earnings in Silk and Rayon Finishing, as Compared With Those in Textile Finishing as a Whole, August 1933 and 1934

Occupation	Sex	Excess earnings of silk and rayon workers <sup>1</sup> —			
		Over all-region averages in whole industry		Over Middle Atlantic region averages in whole industry	
		August 1933	August 1934	August 1933	August 1934
		Cents	Cents	Cents	Cents
All occupations <sup>2</sup> .....		4.0	9.6	1.6	3.9
Male occupations <sup>2</sup> .....	Male.....	3.7	9.9	1.6	4.2
Female occupations <sup>2</sup> .....	Female.....	.9	3.3	-.9	-.6
Foremen, working.....	Male.....	9.1	8.4	6.3	11.0
Clerks, factory.....	do.....	1.2	8.7	-2.1	1.4
Dyeing-machine tenders, cloth.....	do.....	4.5	8.3	3.3	4.0
Calender tenders.....	do.....	5.2	10.9	2.9	3.8
Laborers <sup>3</sup> .....	do.....	11.5	17.8	5.5	5.3
Tenter-frame tenders.....	do.....	3.7	9.4	2.0	4.0
Truckers, hand.....	do.....	6.8	16.4	4.4	8.9
Washer tenders.....	do.....	3.2	12.0	.8	7.9
Helpers <sup>4</sup> .....	do.....	4.4	10.9	2.5	6.1
Dyeing-machine tenders, yarn.....	do.....	.7	5.9	-2.2	3.0
Drier tenders, cloth.....	do.....	1.7	10.8	2.0	7.1
Laborers, dye-house.....	do.....	2.4	7.4	7.8	3.0
Clerks, factory.....	Female.....	1.5	2.9	-1.4	-2.0

<sup>1</sup> Silk and rayon sample comprised the Middle Atlantic region only, except that August 1934 figures included one mill in New England, with 262 male and 24 female workers.

<sup>2</sup> Including occupations not separately specified.

<sup>3</sup> Excluding dye-house laborers.

<sup>4</sup> Excluding dye-house helpers and mechanics' helpers.

The weekly earnings comparisons, in table 16, show much the same pattern as the hourly earnings differences of table 15. Silk and rayon finishing workers showed higher weekly earnings in virtually all occupations whether compared with all areas or the Middle Atlantic region alone. Factory clerks in this branch of the industry, both male and female, were paid a somewhat lower average per week during August 1933 than in all branches located in the Middle Atlantic States, as was the case for male washer-tenders. Even these occupations obtained a positive differential in silk and rayon finishing mills, however, during the following year. Other occupations ranged from an average differential of 46 cents per week in favor of rayon and silk dye-house laborers to a differential of \$3.60 per week for foremen in this branch of the industry.

In general, the level of weekly earnings was quite consistently higher in the silk and rayon finishing plants than in the whole finishing industry. Compared with the industry in all areas, the

ifference is considerable, \$1.57 more per employee in August 1933 and \$2.44 more in August 1934. The excesses are less when the comparison is restricted to Middle Atlantic area, being 82 cents in 1933 and \$1.22 in 1934. It is noteworthy, as in the case of hourly earnings, that the average differentials in favor of the rayon and silk finishing industry increased during the year, 1933 to 1934.

Table 16.—Average Weekly Earnings in Silk and Rayon Finishing, as Compared With Those in Textile-Finishing as a Whole, August 1933 and 1934

Occupation	Sex	Excess earnings of silk and rayon workers <sup>1</sup> —			
		Over all-region averages in whole industry		Over Middle Atlantic region averages in whole industry	
		August 1933	August 1934	August 1933	August 1934
All occupations <sup>2</sup> .....		\$1. 57	\$2. 44	\$0. 82	\$1. 22
Male occupations <sup>2</sup> .....	Male.....	1. 41	2. 44	. 65	1. 08
Female occupations <sup>2</sup> .....	Female.....	. 27	1. 16	. 46	. 76
Foremen, working.....	Male.....	3. 21	2. 68	1. 74	3. 60
Clerks, factory.....	do.....	. 45	3. 38	-1. 24	. 20
Dyeing-machine tenders, cloth.....	do.....	3. 78	4. 28	2. 13	2. 09
Laborers <sup>3</sup> .....	do.....	4. 67	5. 88	2. 10	2. 07
Calender tenders.....	do.....	2. 67	5. 15	1. 78	2. 20
Dyeing-machine tenders, yarn.....	do.....	1. 83	3. 32	-. 05	1. 10
Truckers, hand.....	do.....	2. 82	3. 52	1. 77	2. 32
Center-frame tenders.....	do.....	1. 83	3. 13	2. 67	1. 92
Drier tenders, cloth.....	do.....	. 27	2. 70	. 79	2. 21
Helpers <sup>4</sup> .....	do.....	1. 19	. 83	. 91	. 58
Clerks, factory.....	Female.....	. 18	1. 07	-. 52	-. 46
Washer tenders.....	Male.....	-. 60	1. 43	-1. 46	1. 60
Laborers, dye-house.....	do.....	-. 07	. 98	1. 74	. 46

<sup>1</sup> Silk and rayon sample comprised the Middle Atlantic region only, except that August 1934 figures included one mill in New England, with 262 male and 24 female workers.

<sup>2</sup> Including occupations not separately specified.

<sup>3</sup> Excluding dye-house laborers.

<sup>4</sup> Excluding dye-house helpers and mechanics' helpers.

### Salaries in Smaller Privately Endowed Colleges, 1929-30 and 1934-35

**S**ALARY trends in the smaller private colleges in the United States granting degrees in the liberal arts, showed a general decline in 1934-35 as compared with 1929-30, according to a report in the March 1926 issue of *School Life*, the official organ of the United States Office of Education. The decline was especially marked in the case of median salaries. The reductions were heaviest for those



in the highest positions. In colleges attended by white persons the median salary of presidents decreased in 1934-35 as compared with 1929-30, from \$5,469 to \$3,708 or 32.2 percent, while the median salary of deans dropped from \$3,375 to \$2,500 or 25.9 percent, and of professors from \$3,030 to \$2,336 or 22.9 percent. Although the percentage reduction in the median salary of instructors was not so substantial—12.2—this cut brought down such pay to \$1,559. Other data for 1929-30 and 1934-35 are given in the accompanying table which includes institutions having in 1931-32 a student enrollment of at least 200, but less than 500.

Salaries in Privately Controlled Colleges, 1929-30 and 1934-35

Class of college and salary	Presidents		Deans		Professors	
	1929-30	1934-35	1929-30	1934-35	1929-30	1934-35
<i>Colleges for whites</i>						
All colleges reporting:						
Number reporting.....	43	43	34	34	63	
Maximum salary.....	\$16,924	\$15,000	\$6,700	\$5,700	\$5,500	\$5,500
Median salary.....	5,469	3,708	3,375	2,500	3,030	2,336
Minimum salary.....	1,600	1,500	1,200	1,250	1,500	1,500
Colleges with enrollment of—						
200 to 299 students:						
Maximum salary.....	7,000	6,000	4,800	3,300	3,600	3,000
Median salary.....	4,500	3,083	3,188	2,350	2,625	2,143
Minimum salary.....	1,600	1,500	1,200	1,500	1,500	1,200
300 to 399 students:						
Maximum salary.....	11,000	10,200	4,000	4,000	5,500	4,800
Median salary.....	5,625	4,375	3,250	2,450	3,083	2,375
Minimum salary.....	1,968	1,750	2,200	1,800	1,728	1,300
400 to 499 students:						
Maximum salary.....	16,924	15,000	6,700	5,700	5,250	5,500
Median salary.....	6,750	5,250	3,667	3,500	3,188	3,000
Minimum salary.....	3,600	1,850	2,700	1,250	2,000	1,500
Colleges admitting—						
Men only:						
Maximum salary.....	16,924	15,000	6,700	5,700	5,500	5,500
Median salary.....	7,250	8,500	4,500	4,000	4,250	3,250
Minimum salary.....	1,600	1,700	4,000	3,680	2,000	1,500
Women only:						
Maximum salary.....	8,500	7,500	5,000	4,400	3,600	3,500
Median salary.....	5,750	5,250	3,688	3,250	3,188	3,083
Minimum salary.....	5,000	3,400	2,500	1,250	2,364	1,500
Both sexes:						
Maximum salary.....	10,600	6,500	4,800	3,600	3,800	3,000
Median salary.....	5,313	3,469	3,042	2,250	2,813	2,143
Minimum salary.....	1,800	1,500	1,200	1,500	1,500	1,200
<i>Colleges for Negroes</i>						
Number reporting.....	7	7	6	6	6	
Maximum salary.....	\$5,000	\$4,600	\$3,000	\$3,570	\$2,500	\$2,500
Median salary.....	4,083	3,675	2,333	2,250	1,833	1,833
Minimum salary.....	2,500	2,000	1,500	1,500	1,125	1,500

## Salaries in Privately Controlled Colleges, 1929-30 and 1934-35—Continued

Class of college and salary	Associate professors		Assistant professors		Instructors	
	1929-30	1934-35	1929-30	1934-35	1929-30	1934-35
<i>Colleges for whites</i>						
colleges reporting:						
Number reporting.....	27	27	36	36	42	42
Maximum salary.....	\$5,000	\$4,095	\$3,800	\$3,680	\$2,700	\$2,500
Median salary.....	2,646	2,156	2,235	1,864	1,775	1,559
Minimum salary.....	1,600	600	1,350	530	900	300
Colleges with enrollment of—						
200 to 299 students:						
Maximum salary.....	2,650	2,400	2,500	2,600	2,100	2,000
Median salary.....	2,250	1,916	2,167	1,667	1,652	1,542
Minimum salary.....	1,600	1,745	1,650	1,000	1,200	650
300 to 399 students:						
Maximum salary.....	5,000	4,095	3,800	3,680	2,700	2,000
Median salary.....	2,700	2,125	2,300	1,857	2,000	1,333
Minimum salary.....	1,800	1,500	1,350	900	900	300
400 to 499 students:						
Maximum salary.....	3,550	3,700	3,500	2,800	2,500	2,500
Median salary.....	2,700	2,500	2,250	2,167	1,806	1,708
Minimum salary.....	2,100	600	1,800	530	1,200	420
Colleges admitting—						
Men only:						
Maximum salary.....	5,000	4,095	3,800	3,680	2,500	2,300
Median salary.....	3,750	3,750	3,500	2,750	2,500	1,833
Minimum salary.....	3,500	2,500	2,850	2,000	2,000	1,680
Women only:						
Maximum salary.....	3,100	3,000	2,680	2,600	2,700	2,000
Median salary.....	2,333	2,250	2,000	2,000	1,650	1,583
Minimum salary.....	1,800	600	1,600	530	1,200	420
Both sexes:						
Maximum salary.....	3,200	2,675	3,000	2,250	2,400	2,500
Median salary.....	2,650	2,000	2,200	1,583	1,750	1,450
Minimum salary.....	1,600	1,500	1,350	900	900	300
<i>Colleges for Negroes</i>						
Number reporting.....	1	1	1	1	3	3
Maximum salary.....					\$1,500	\$1,275
Median salary.....	\$1,900	\$2,380	\$1,500	\$1,450	1,500	1,240
Minimum salary.....					1,200	1,000

## Salaries in Public Libraries, December 1935

A GENERAL trend toward higher salaries in public libraries is recorded in the April 1936 issue of the bulletin of the American Library Association. Forty-eight libraries reported full or partial restorations of pay for the last fiscal year, and 68 libraries reported such restorations for the current fiscal year. About 40 percent of the libraries in cities with more than 200,000 population, listed in the table below, reported increases in individual staff salaries for the current fiscal year. Most of these increases, however, were partial restorations of pay.

Federal Emergency Relief Administration and National Youth Administration workers are not included among the library personnel for whom salaries are presented. Salaries for chief librarians in the various cities listed ranged in December 1935 from \$2,700 in San Antonio, Tex., to \$9,140 in Brooklyn, N. Y. The minimum salary

for department heads, as shown in the same tabulation, was \$1,126 reported for Birmingham, Ala., and the maximum \$4,500, for Milwaukee, Wis. Catalogers' salaries ranged from \$800, the minimum in Cincinnati, Ohio, to \$2,360, the maximum in New York City.

Salaries Paid for Specified Occupations in Public Libraries in Cities of Over 200,000 Population, December 1935

City	Chief libra- rian	Department heads			Branch and sub- branch librarians			Catalogers		
		Num- ber	Mini- mum salary	Maxi- mum salary	Num- ber	Mini- mum salary	Maxi- mum salary	Num- ber	Mini- mum salary	Maxi- mum salary
United States										
High.....	\$9,140	20	\$3,200	\$4,500	49	\$2,080	\$3,300	14	\$1,920	\$2,360
Median.....	5,400	9	1,947	2,774	12½	1,422	1,958	3½	1,270	1,800
Low.....	2,700	2	1,126	1,785	1	720	1,200	1	800	1,140
Akron, Ohio.....	4,500	6	2,160	2,376	7	1,350	1,800	2	1,350	1,700
Atlanta, Ga.....	3,060	6	1,275	1,785	7	1,140	1,428	4	1,224	1,330
Baltimore, Md.....	6,580	1	1,940	3,008	1	1,260	1,571	1	972	1,200
Birmingham, Ala. <sup>1</sup> .....	3,309	11	1,126	2,482	10	726	1,489	1	864	1,200
Boston, Mass. (circulation dept.).....	7,000	3	3,000	4,000	33	1,510	2,090	11	1,284	2,300
Buffalo, N. Y.....	5,500	11	2,100	2,900	16	1,640	1,840	11	1,200	1,380
Chicago, Ill.....	( <sup>2</sup> )	13	2,167	4,190	44	1,397	2,842	4	1,878	2,000
Cincinnati, Ohio <sup>4</sup> .....	( <sup>2</sup> )	13	1,960	3,000	30	840	1,880	13	800	1,200
Cleveland, Ohio.....	8,000	11	2,610	3,870	32	1,800	2,970	13	1,350	2,200
Dallas, Tex.....	3,000	5	1,380	1,800	4	1,200	1,300	2	1,200	1,300
Dayton, Ohio.....	5,250	11	1,785	2,677	5	1,680	2,152	4	1,732	1,900
Denver, Colo.....	6,000	12	1,680	2,500	13	1,140	1,560	3	1,080	1,300
Houston, Tex.....	3,600	4	1,410	1,950	3	1,200	1,410	1	1,200	1,400
Indianapolis, Ind.....	5,376	12	1,752	2,580	19	1,224	2,520	4	1,224	1,450
Kansas City, Mo.....	( <sup>2</sup> )	11	( <sup>2</sup> )	( <sup>2</sup> )	12	( <sup>2</sup> )	( <sup>2</sup> )	6	( <sup>2</sup> )	( <sup>2</sup> )
Los Angeles, Calif (city).....	5,160	19	2,130	2,921	39	1,802	2,390	11	1,256	1,740
Los Angeles, Calif (county) <sup>3</sup> .....	4,295	6	1,854	2,291	9	1,036	1,582	8	1,254	1,600
Louisville, Ky. <sup>4</sup> .....	6,000	8	1,953	1,953	7	1,512	1,602	4	840	1,140
Memphis, Tenn. <sup>4</sup> .....	4,500	6	1,500	2,100	8	720	1,200	4	840	1,140
Milwaukee, Wis. <sup>4</sup> .....	7,000	11	2,400	4,500	17	1,860	2,220	3	1,860	2,220
Minneapolis, Minn.....	6,000	12	2,000	3,000	23	1,800	2,500	1	1,800	2,200
New York City.....	35	1,920	4,075	108	1,620	30	1,380	2,300	2,300	
N. Y. P. L. (circulation dept.) <sup>5</sup> .....	7,340	9	2,195	4,075	49	2,080	( <sup>2</sup> )	10	1,380	2,300
Brooklyn.....	9,140	10	2,175	3,600	33	2,000	2,640	12	1,440	2,000
Queens.....	( <sup>2</sup> )	16	1,920	3,360	26	1,620	2,640	8	1,440	2,000
Newark, N. J.....	7,712	10	1,151	2,847	8	1,151	2,758	3	1,438	1,800
Oakland, Calif.....	6,000	5	2,100	2,100	19	1,560	1,800	2	1,380	1,800
Omaha, Nebr.....	3,039	8	1,680	2,140	4	1,260	1,680	1	1,080	1,400
Philadelphia, Pa.....	( <sup>2</sup> )	20	1,700	3,000	32	1,350	1,700	3	1,200	1,600
Pittsburgh, Pa. (old city) <sup>7</sup> .....	* 5,400	9	2,430	3,600	13	1,404	1,944	6	1,188	1,800
Portland, Oreg.....	( <sup>2</sup> )	9	( <sup>2</sup> )	( <sup>2</sup> )	17	( <sup>2</sup> )	( <sup>2</sup> )	4	( <sup>2</sup> )	( <sup>2</sup> )
Rochester, N. Y.....	6,000	2	3,200	3,200	10	1,600	2,300	2	1,600	1,800
St. Louis, Mo.....	8,500	16	1,674	3,240	14	1,593	1,971	14	1,026	1,800
St. Paul, Minn.....	( <sup>2</sup> )	4	( <sup>2</sup> )	( <sup>2</sup> )	5	( <sup>2</sup> )	( <sup>2</sup> )	4	( <sup>2</sup> )	( <sup>2</sup> )
San Antonio, Tex.....	2,700	3	1,620	1,800	3	960	1,380	1	1,200	1,500
San Francisco, Calif.....	4,800	12	2,100	3,000	18	1,560	2,100	3	1,920	1,900
Seattle, Wash.....	5,000	4	1,800	2,213	10	1,344	1,836	1½	1,344	1,900
Syracuse, N. Y.....	5,000	10	1,500	2,500	6	1,500	2,500	1	1,300	1,900
Toledo, Ohio.....	5,400	5	2,160	2,430	13	1,440	1,980	7	990	1,900
Washington, D. C.....	8,000	6	3,200	3,400	10	1,680	3,300	2	1,800	2,100
Youngstown, Ohio <sup>4</sup> .....	6,600	3	2,520	2,700	7	1,080	2,280	1	1,200	1,800
Canada										
Vancouver, B. C.....	3,442	5	1,900	1,944	1	1,555	-----	1	1,507	-----

<sup>1</sup> Excludes departmental head.

<sup>2</sup> Serves city and part of county.

<sup>3</sup> Salary confidential.

<sup>4</sup> Serves city and county.

<sup>5</sup> Serves part of county only.

<sup>6</sup> Serves 3 boroughs—Bronx, Manhattan, and Richmond.

<sup>7</sup> In Allegheny 140,000 residents are entitled to use Pittsburgh library, but are directly served by the Carnegie Free Library of Allegheny.

<sup>8</sup> Plus \$2,000 as director of library school.



The article in which the above statistics are published gives similar data for cities in various other population groups and also salaries for assistant librarians, division heads, first assistants, children's librarians, and professional and nonprofessional assistants. Information is also presented on vacations, special holidays, full-time hours per week, and compensation for work on Sundays and holidays.

### Wages and Hours of Labor in Canada, 1934 and 1935

THE following index numbers from the report on wages and hours of labor in Canada,<sup>1</sup> for the years 1929, 1934, and 1935, show that the trend of wages in all the Dominion's industrial groups covered was upward in 1935, the general average, weighted<sup>2</sup> index being 175.4 in that year compared with 170.5 in 1934. From 1934 to 1935 the index number for steam railways rose from 173.7 to 183.9 and for logging and sawmilling from 145.1 to 152.3.

Table 1.—Index Numbers of Rates of Wages of Various Classes of Labor in Canada, 1929, 1934, and 1935

[1913=100]

Industry	1935	1934	1929
Building trades <sup>1</sup>	150.8	154.8	197.5
Metal trades <sup>2</sup>	169.7	168.0	184.6
Printing trades <sup>3</sup>	184.5	183.5	202.3
Electric railways <sup>4</sup>	183.7	182.4	198.6
Steam railways <sup>5</sup>	183.9	173.7	204.3
Coal mining <sup>6</sup>	165.8	162.9	168.9
Average, unweighted	174.6	170.9	192.7
Average, weighted <sup>7</sup>	172.4	167.1	195.0
Common factory labor	174.9	170.8	187.8
Miscellaneous factory trades <sup>8</sup>	184.7	180.5	202.1
Logging and sawmilling <sup>9</sup>	152.3	145.1	185.6
General average, weighted <sup>7</sup>	175.4	170.5	196.0

<sup>1</sup> 9 trades, 14 cities in 1929; after 1930, 31 to 42 cities.

<sup>2</sup> 4 trades.

<sup>3</sup> 6 trades.

<sup>4</sup> 5 classes.

<sup>5</sup> 23 classes.

<sup>6</sup> 12 classes.

<sup>7</sup> Weighted according to average number of workers in each group in 1921 and 1931.

<sup>8</sup> The number of samples (and industries) increased from 1929 to 1930.

The rates of wages paid and hours worked in specified occupations in 3 Canadian cities—Ottawa, Toronto, and Vancouver—in 1934 and 1935 are presented in table 2. Among the few increases here reported for the latter year are those for compositors (machine, hand, newspaper) in Toronto from \$45.50 to \$46.50 per week and for pressmen (newspaper) in the same city from \$44.50 to \$45.50 per week.

<sup>1</sup> Canada, Department of Labor. Wages and hours of labor in Canada, 1929, 1934, and 1935. Ottawa, 1935.

<sup>2</sup> Weighted according to average number of workers in each group in 1921 and 1931.

Table 2.—Rates of Wages and Hours of Labor in Various Occupations in Specified Canadian Cities, 1934 and 1935

*Building trades*

Occupation	Toronto		Vancouver		Ottawa	
	Wage rates per hour	Hours per week	Wage rates per hour	Hours per week	Wage rates per hour	Hours per week
Bricklayers and masons:						
1934.....	\$0.75-\$0.90	40-44	\$1.10	40	\$0.75-\$1.00	44
1935.....	1.90	40	1.10	40	75-1.00	44
Carpenters:						
1934.....	.60-.80	40-44	.62½-.87½	40-44	.70	44
1935.....	1.80	40	.60-.80	40-44	1.70	44
Electrical workers:						
1934.....	.85-1.00	40	.75-1.00	40-44	.70	44
1935.....	1.00	40	.75-1.00	40-44	.70	44
Painters:						
1934.....	.50-.75	44	.62½-.80	40-44	.50-.60	44
1935.....	1.75	44	.62½-.80	40-44	1.60	44
Plasterers:						
1934.....	.75-1.00	40	1.00	40	.75	44
1935.....	1.90	40	1.00	40	1.80	44
Plumbers:						
1934.....	.85	40	.75-1.00	40-44	.75	40-44
1935.....	1.90	40	1.00	40-44	1.75	40
Sheet-metal workers:						
1934.....	.75	40	.65-.90	40-44	.75	40-44
1935.....	1.75	40	.90	40-44	.75	40-44
Stonecutters:						
1934.....	.87½	40	1.00	40	.60-.80	44
1935.....	.87½	40	1.00	40	.80	44
Laborers:						
1934.....	40-.60	40-48	.35-.50	40-44	.35-.40	44-54
1935.....	1.50-1.60	40-48	1.45-.50	40-44	.35-.40	44-54

*Street railways*<sup>3</sup>

Conductors and motormen:						
1934:						
1-man cars.....	\$0.65	44	\$0.69	48	\$0.54	49½
2-man cars.....	.60	44	.63	48		
1935:						
1-man cars.....	.65	44	.69	48	.54	49½
2-man cars.....	.60	44	.63	48		
Linemen:						
1934.....	.72-.78	44	.62-.87½	32-48	.51-.53	48
1935.....	.72-.78	44	.65½-.92	40-48	.51-.53	48
Shop and barn men:						
1934.....	.54-.81	44	.52-.75	44-48	.35-.59	48
1935.....	.54-.81	44	.52-.75	44	.35-.59	48
Electricians:						
1934.....	.60-.79	44-48	.70-.75	44	.35½-.61	48
1935.....	.60-.79	44-48	.70-.75	44	.35½-.61	48
Trackmen and laborers:						
1934.....	.50-.60	48	.50-.59	44-48	.38½-.44½	48
1935.....	.50-.60	48	.50-.54	44	.38½-.44½	48

<sup>1</sup> Rate in effect under Industrial Standards Act, Ontario, 1935.<sup>2</sup> Rate under Male Minimum Wage Act, British Columbia, 1934.<sup>3</sup> Vancouver—Deductions from earnings, Dec. 1, 1933, to Dec. 31, 1934, 5 percent; 1935, 1¼ percent.

Table 2.—Rates of Wages and Hours of Labor in Various Occupations in Specified Canadian Cities, 1934 and 1935—Continued

*Printing trades*

Occupation	Toronto		Vancouver		Ottawa	
	Wage rates per week	Hours per week	Wage rates per week	Hours per week	Wage rates per week	Hours per week
Compositors, machine and hand, newspapers:						
1934.....	\$45.50	46½	\$43.20	45	\$37.60	46½
1935.....	46.50	46½	43.20	45	37.60	46½
Compositors, machine and hand, job:						
1934.....	33.00-40.00	44-48	40.50	44-48	33.00-40.00	44-48
1935.....	33.00-40.00	44-48	40.50	44-48	33.00-40.00	44-48
Pressmen, newspapers:						
1934.....	44.50	48	43.20	48	36.75	48
1935.....	45.50	48	43.20	48	36.75	48
Pressmen, job:						
1934.....	33.00-40.00	44-48	40.50	44-48	32.00-40.00	44-48
1935.....	33.00-40.00	44-48	40.50	44-48	32.00-40.00	44-48
Bookbinders:						
1934.....	33.00-40.00	44-48	38.00-45.00	44-48	30.00-36.00	48
1935.....	33.00-40.00	44-48	38.00-45.00	44-48	30.00-36.00	48
Bindery girls:						
1934.....	12.50-18.00	44-48	14.00-20.25	44-48	13.50	48
1935.....	12.50-18.00	44-48	14.00-20.25	44-48	13.50	48

**Agricultural Wages in Canada, 1933 to 1935**

IN CANADA as a whole, farm workers' wages were higher in 1935 than in 1934, the estimated average cash wage per month for males during the summer season in the later year being \$20, an advance of \$2 over the preceding summer season, and for women \$11, \$1 more than for the same period in 1934. The estimated monthly value of board during the summer season for males for both 1934 and 1935 was \$15 and for females \$12. In 1935 average annual wages and board combined were \$358 for males and \$254 for females—an increase over 1934 of \$20 for males and \$1 for females.

Average wages for male and female agricultural laborers in the various Canadian Provinces, 1933 to 1935, are reported in the accompanying table, compiled from the February 1936 issue of the Monthly Bulletin of Agricultural Statistics published by the Dominion Bureau of Statistics.



## Average Monthly and Yearly Wages of Farm Workers in Canada, 1933, 1934, and 1935

[Estimated by crop correspondents of the Dominion Bureau of Statistics]

Province and year	Per month, summer season						Per year					
	Males			Females			Males			Females		
	Cash wage	Value of board	Total	Cash wage	Value of board	Total	Cash wage	Value of board	Total	Cash wage	Value of board	Total
Canada:												
1933.....	\$17	\$15	\$32	\$10	\$12	\$22	\$161	\$161	\$322	\$112	\$134	\$246
1934.....	18	15	33	10	12	22	171	167	338	115	138	253
1935.....	20	15	35	11	12	23	184	174	358	117	137	254
Prince Edward Island:												
1933.....	18	12	30	11	10	21	178	141	319	116	121	237
1934.....	17	13	30	10	11	21	167	153	320	110	121	231
1935.....	18	13	31	11	11	22	188	155	343	122	125	247
Nova Scotia:												
1933.....	20	14	34	12	11	23	208	157	365	129	119	248
1934.....	20	15	35	11	11	22	195	165	360	124	129	253
1935.....	22	15	37	13	11	24	213	151	364	128	117	245
New Brunswick:												
1933.....	18	13	31	10	10	20	185	151	336	107	120	227
1934.....	22	13	35	10	11	21	214	152	366	115	130	245
1935.....	21	14	35	10	11	21	210	150	360	103	113	216
Quebec:												
1933.....	17	11	28	9	9	18	152	113	265	94	93	187
1934.....	18	12	30	9	10	19	164	129	293	96	96	192
1935.....	18	13	31	10	10	20	170	136	306	98	98	196
Ontario:												
1933.....	17	15	32	12	13	25	159	166	325	123	141	264
1934.....	18	15	33	12	13	25	173	171	344	137	150	287
1935.....	20	16	36	12	14	26	187	185	372	137	150	287
Manitoba:												
1933.....	15	14	29	8	12	20	143	164	307	89	140	229
1934.....	16	15	31	8	13	21	149	163	312	92	141	233
1935.....	17	15	32	9	12	21	160	163	323	92	140	232
Saskatchewan:												
1933.....	16	15	31	8	12	20	144	161	305	85	137	222
1934.....	16	15	31	8	12	20	153	166	319	89	141	230
1935.....	18	15	33	9	13	22	173	172	345	96	144	240
Alberta:												
1933.....	19	15	34	10	13	23	170	174	344	109	152	261
1934.....	19	16	35	11	14	25	178	172	350	113	150	263
1935.....	21	16	37	11	14	25	189	178	367	115	156	271
British Columbia:												
1933.....	23	19	42	14	15	29	234	212	446	152	180	332
1934.....	24	19	43	14	16	30	240	222	462	162	187	349
1935.....	26	19	45	14	16	30	242	223	465	160	187	347

## Earnings in the Chemical and Metal-Working Industries in Germany, August 1935

GROSS weekly earnings averaging 46.54 marks for skilled male workers, 38.68 marks for semiskilled and unskilled male workers, and 21.89 marks for female employees in the chemical industry in August 1935 are shown by data collected by the German statistical office.<sup>1</sup> The same investigation showed weekly earnings of 46.63 marks for skilled males, 41.24 marks for semiskilled males, and 22.80 marks for females in the metal-working industry.

Table 1 shows earnings in the various branches of the chemical industry and covers 319 establishments in 164 localities, with 123,249

<sup>1</sup> Wirtschaft und Statistik, Statistisches Reichsamt, Berlin, Mar. 1, 1936 (pp. 203-205).

workers, or 56 percent of the total engaged in that industry in Germany.

Table 1.—Average Hourly and Weekly Gross Earnings in the Chemical Industry in Germany in August, 1935

[Mark (100 pfennigs) at par=40.35 cents in August 1935]

Branch of industry	Males				Females	
	Skilled		Semiskilled and unskilled		Per hour	Per week
	Per hour	Per week	Per hour	Per week		
	Pfennigs	Marks	Pfennigs	Marks	Pfennigs	Marks
Entire industry.....	102.3	46.54	86.0	38.68	51.3	21.89
Pharmaceutical preparations.....	101.7	47.14	80.6	36.34	52.1	22.85
Other oils and aromatic chemicals.....	95.8	41.41	77.0	33.05	48.4	21.31
Preparations for physical culture.....	95.3	47.59	78.2	37.24	50.1	23.00
Photographic chemicals.....	105.1	47.69	86.1	39.02	54.0	23.25
Explosives, munitions, and ignition chemicals.....	95.0	44.61	85.6	41.25	45.3	20.01
Mineral dyes and lacquers.....	98.7	46.76	78.6	36.51	47.1	20.44
Fertilizers.....	109.6	47.92	90.3	41.91	46.6	20.17
Filaments (Fasern).....	93.7	43.97	79.4	34.96	51.8	21.39
Soap and washing chemicals.....	106.6	51.86	87.7	41.86	51.1	22.94
Rubber and tires.....	100.8	45.39	92.6	39.49	54.3	22.33
Sulphur acids, soda, and alkaline electrolytic chemicals.....	103.2	46.24	86.1	39.54	50.9	20.77
Basic chemicals.....	103.4	45.80	87.0	38.82	51.7	20.92
Tar dyes and allied products.....	106.6	48.93	92.7	39.10	52.2	21.94

The gross earnings in the metal-working industry are shown in table 2. It covers 1,295 establishments in 455 localities, with 542,798 workers or 38 percent of the workers employed in that industry in Germany.

Table 2.—Average Hourly and Weekly Gross Earnings in the Metal-Working Industry in Germany in August 1935

[Mark (100 pfennigs) at par=40.35 cents in August 1935]

Branch of industry	Males						Females	
	Skilled		Semiskilled		Helpers		Per hour	Per week
	Per hour	Per week	Per hour	Per week	Per hour	Per week		
	Pfennigs	Marks	Pfennigs	Marks	Pfennigs	Marks	Pfennigs	Marks
Entire industry.....	95.6	46.63	85.1	41.24	65.7	31.98	49.4	22.80
Iron and steel products.....	82.9	39.95	80.0	37.72	57.3	27.51	42.9	19.87
Metal products.....	82.2	39.05	75.8	36.62	58.9	28.34	43.0	19.99
Machine construction.....	93.4	46.65	84.7	42.16	65.6	32.70	49.9	23.46
Boiler and apparatus manufacture.....	89.1	42.06	82.3	39.65	59.8	28.95	50.6	22.92
Steel and iron construction.....	83.1	42.12	74.7	37.26	62.6	30.79	-----	-----
Shipbuilding.....	94.2	46.49	81.3	40.60	61.4	29.55	-----	-----
Construction of land and air vehicles.....	192.4	49.01	92.4	43.78	72.3	35.06	52.6	23.50
Construction of railway cars.....	87.3	41.63	77.4	37.21	54.8	25.96	47.1	21.50
Electrotechnical products.....	104.0	50.16	91.8	43.60	73.1	34.94	54.5	25.00
Optical and precision mechanical products.....	100.7	49.75	86.2	40.80	68.4	33.55	50.2	23.57

## Average Daily Earnings in Mines of India, December 1934

ONLY slight changes in earnings in India mines are reported for December 1934 as compared with December 1933. For example, coal miners in the Jharia and Giridih coal fields were earning only 6 pies less per day in the last month of 1934 than they were in December, 1933 and in the coal mines of Baluchistan 2 annas 3 pies less. However, in Raniganj coal miners' earnings were 1 anna and 3 pies higher and in the coal mines of Punjab 9 pies higher in December 1934, while for the Central Provinces the earnings in this occupation were the same for both periods.<sup>1</sup>

The average hours worked during 1934 by underground labor in the various coal fields listed below ranged from 37 to 46 for miners, 36 to 48 for loaders, and 40 to 49 for skilled laborers. Underground miners in the Madras mica field worked on an average of 45 hours per week. In the manganese field of the Central Provinces, the Punjab salt mines, and the Burma tin mines the average weekly hours worked by such miners were 48.

The accompanying table gives the average daily wages paid in December 1934 to underground and surface labor in various mineral fields in India.<sup>2</sup>

### Average Daily Earnings in Various Mining Fields in India, December 1934

#### *Underground workers*

[Average exchange rate of rupee in December 1934=37.2 cents; anna=1/16 of a rupee; pie=1/12 of an anna]

Mineral field	Foremen and as- sistants	Miners	Loaders	Skilled laborers	Un- skilled laborers	Fe- males
Coal:	r. a. p.	r. a. p.	r. a. p.	r. a. p.	r. a. p.	r. a. p.
Assam.....	1 4 0	1 0 9	1 0 0	1 0 6	0 13 9	-----
Baluchistan.....	1 11 0	0 12 6	0 12 6	0 13 6	-----	-----
Bengal: Raniganj.....	0 15 3	0 9 6	0 6 6	0 9 3	0 6 3	0 4 0
Bihar and Orissa:						
Giridih.....	1 7 0	0 9 0	0 7 3	0 10 6	0 8 0	0 5 0
Jharia.....	1 2 0	0 8 0	0 6 9	0 10 6	0 7 0	0 5 0
Central Provinces:						
Pench Valley.....	1 3 0	0 13 0	0 6 0	0 10 3	0 7 0	0 5 0
Punjab.....	0 14 0	0 13 0	0 13 0	0 11 0	0 7 3	-----
Lead: Burma.....	15 6 3	1 15 6	-----	1 12 6	1 7 6	-----
Manganese: Central Provinces.....	1 4 3	0 6 0	-----	-----	0 4 0	-----
Mica:						
Bihar and Orissa.....	0 8 0	0 4 6	-----	0 4 9	0 3 0	-----
Madras.....	0 8 6	0 4 6	-----	0 3 6	0 3 3	-----
Salt: Punjab.....	3 10 0	1 6 3	-----	1 4 0	0 6 6	0 8 0
Tin: Burma.....	6 5 9	1 3 0	-----	1 3 0	0 10 3	-----

<sup>1</sup> Average exchange rate of rupee December 1934=37.2 cents; anna=1/16 of a rupee; pie=1/12 of an anna.

<sup>2</sup> India. Chief Inspector of Mines. Annual report for the year ending Dec. 31, 1934. Delhi, 1935.



Average Daily Earnings in Various Mining Fields in India, December 1934—Con.

*Surface workers*

Mineral field	Clerks and supervisory staff	Skilled laborers	Unskilled laborers	Females
	r. a. p.	r. a. p.	r. a. p.	r. a. p.
Assam.....	2 4 0	0 15 9	0 11 0	0 7 9
Baluchistan.....		0 7 6		
Bengal: Raniganj.....	1 0 0	0 8 9	0 6 3	0 3 9
Bihar and Orissa:				
Giridih.....	1 6 6	0 12 6	0 8 0	0 5 6
Jharia.....	1 3 0	0 9 3	0 6 0	0 4 6
Central Provinces:				
Pench Valley.....	1 2 3	0 10 0	0 7 6	0 4 9
Punjab.....	0 14 6	0 14 9	0 8 9	0 2 6
Yam (China): Bihar and Orissa.....	1 2 0	0 6 0	0 4 3	0 2 9
Iron: Bihar and Orissa.....	1 7 3	1 2 0	0 4 6	0 4 0
Lead: Burma.....	3 10 0	2 6 0	1 1 0	
Limestone: Central Provinces.....	1 6 9	0 9 0	0 3 9	0 2 0
Manganese: Central Provinces.....	1 10 0	0 10 3	0 4 0	0 3 3
Mica:				
Bihar and Orissa.....	0 15 0	0 6 6	0 3 3	0 3 3
Madras.....	0 9 9	0 4 6	0 4 0	0 2 0
Punjab.....	2 5 3	0 14 0	0 7 0	
United Provinces.....	1 8 6		0 6 0	
Burma.....	0 8 6	0 4 6	0 6 3	0 2 0
	2 6 9	1 1 6	0 12 0	

## Compensation for Weekly Rest Day in Mexico

WORKERS in Mexico are to have at least 1 day of rest with full pay after each 6 days of work, by virtue of a recent decree which became effective February 20, 1936.<sup>1</sup> This decree amends article 78 of the Mexican Federal Labor Law of August 28, 1931, which merely provided for the weekly rest day, without mention of pay for it.

The Governors of the various States and Territories and the Chief of the Department of the Federal District are to issue regulations to bring the amended article into effect, endeavoring to establish Sunday as the day of rest. The Chief Executive is to issue regulations for industries administered by Federal authority.

In settlement of labor disputes many employers have already been brought to agree to full pay for the weekly rest day but the present amendment will make the operation of the principle uniform and compulsory for all workers, temporary or permanent, throughout the country.

<sup>1</sup> Data are from report of Thomas D. Bowman, American Consul General at Mexico City, Feb. 20, 1936.

## EMPLOYMENT OFFICES

### Operations of United States Employment Service, March 1936

A SHARP upward trend in placements with private employers and on prevailing-wage public employment and a further tapering off in works relief projects requisitions characterized public employment office operations in March. During the month gains in placements in private industry greatly extended the upturn in this field which became apparent in February. Likewise, large seasonal increases in activity by public units raised public placements to the highest level since August 1935.

Offices of the United States Employment Service during March made 440,170 placements in all classes, a gain of 14.1 percent over the February total. Of this number, 227,588 were in private or public work at prevailing wages and 212,582 were security-wage placements on works relief projects. This is the first time since September 1935 that prevailing-wage placements have exceeded those on a security-wage basis.

Placements with private employers during March rose to a total of 91,426. This is a gain of 38.9 percent over the February total and represents the second successive monthly increase. February private placements showed a gain of 6.9 percent over the number reported in the preceding month. March 1936 private placements were 7 percent above the total reported 1 year earlier in March 1935. These gains in private placements reflect the intensive renewal of private placement work by the Employment Service following the temporary, partial interruption resulting from large scale W. P. A. placements during the 4 months November 1935 to February 1936.

Even more striking was the sharp rise in public prevailing-wage placements in March. During the month 136,162 placements of this character were reported, a gain of 71.3 percent above the February total. This total exceeds the number made 1 year earlier in March 1935 by 36 percent and is the highest total in 7 months.

Security-wage assignments on W. P. A. projects, on the other hand, continued the decline from the peak level of December 1935. The 212,582 placements in this category were 11.7 percent below the total reported in February.

Over a third of a million new applicants were registered by the Employment Service during March. A total of 353,260 previously unregistered job seekers were registered and classified by offices throughout the country, an increase of 2.9 percent over the February total. This number is 32.4 percent above the volume of new registrations made 1 year earlier, in March 1935, and brings the cumulative total of registrations since July 1, 1933, to 21,946,972 for the 33-month period.

At the end of March the files of the employment offices contained the registrations of 9,252,488 active job seekers. In addition to totally unemployed persons this file contains the applications of persons seeking better jobs, persons at work on jobs of short duration, 1 day to 1 week; and of all persons employed on works projects at a security-wage basis.

Offices of the affiliated and cooperating State employment service offices made 225,362 placements of all classes in March, 51.2 percent of the national total. Private placements included in this total numbered 63,580, 69.5 percent of the national total and 34.9 percent above the number reported by the State offices in February. Public placements made by these offices numbered 47,931, 35.2 percent of the national total and 59.7 percent above the number reported in the preceding month. Placements on works projects at security wages numbered 113,851, equal to 53.6 percent of the total for the entire Employment Service. During March, 187,623 persons registered with offices of the State services, 53.1 percent of the new registrations for the country. At the end of March the active file of the State employment services numbered 4,187,779. This is 45.3 percent of the total for the combined services.

Offices of the National Reemployment Service made 214,808 placements of all classes in March, 48.8 percent of the national total. Private placements numbered 27,846 or 30.5 percent of the national total, a gain of 49 percent over the preceding month. Public placements made by National Reemployment Service offices aggregated 88,231, or 64.8 percent of the national total. This is an increase of 78.4 percent over the total for February. Placements at security wages on works projects numbered 98,731, or 46.4 percent of the national total. National Reemployment Service offices received 165,637 new applications during March, 46.9 percent of the total for the entire Employment Service. At the end of the month, National Reemployment Service files contained 5,064,709 active registrations, 54.7 percent of the total.

The Employment Service made 31,674 verified placements of veterans in March, a gain of 19.6 percent above the February level. New applications were received from 12,069 veterans, 7.1 percent more than in the preceding month. On March 31, 544,534 veterans



were registered as actively seeking employment, a decline of 0.3 percent from February. Offices of the State employment service made 51.8 percent of the veteran placements, registered 58.1 percent of the veteran new applicants, and had 47.7 percent of the veteran active file. National Reemployment Service offices made 48.2 percent of the veteran placements, registered 41.9 percent of the veteran new applicants, and reported 52.3 percent of the veteran active file.

Detailed State-by-State reports of the operations of the Employment Service appear in the following tables.

Table 1.—Operations of Offices of Combined State Employment Services and National Reemployment Service, March 1936

State	Placements					New applications		Active file		
	Total, March	Private		Public		March	Per- cent of change from Feb- ruary	Mar. 31	Per- cent of change from Feb.	
		March	Per- cent of change from Feb- ruary	March	Per- cent of change from Feb- ruary					
United States.....	440, 170	91, 426	+38. 9	136, 162	+71. 3	212, 582	353, 260	+2. 9	9, 252, 488	+0. 0
Alabama.....	8, 626	217	+35. 6	4, 823	+100. 9	3, 586	5, 151	-9. 6	148, 959	-2. 0
Arizona.....	4, 478	480	+54. 8	1, 923	+17. 7	2, 075	2, 049	-37. 8	42, 685	+1. 2
Arkansas.....	8, 575	668	+24. 4	1, 752	+45. 6	6, 155	5, 483	+35. 0	106, 676	-4. 3
California.....	38, 784	9, 811	+77. 2	10, 586	+22. 2	18, 387	26, 186	-18. 8	401, 367	+1. 1
Colorado.....	6, 080	936	+75. 3	1, 723	+2. 7	3, 421	3, 595	-25. 8	114, 512	+1. 1
Connecticut.....	3, 670	1, 475	+46. 6	780	+58. 9	1, 415	4, 562	+12. 8	86, 185	-1. 7
Delaware.....	1, 641	490	+93. 7	783	+463. 3	368	815	-4. 5	16, 930	-1. 1
Florida.....	6, 221	2, 737	+41. 5	2, 195	+17. 5	1, 289	6, 535	+2. 8	152, 528	-1. 2
Georgia.....	8, 891	1, 659	+62. 0	4, 100	+47. 6	3, 132	10, 116	-6. 6	270, 605	-2. 1
Idaho.....	2, 799	378	+77. 5	1, 188	+213. 5	1, 233	1, 448	-5. 5	37, 486	-1. 3
Illinois.....	24, 745	9, 844	+26. 8	5, 810	+134. 3	9, 091	26, 330	+11. 2	468, 998	-3. 3
Indiana.....	8, 130	3, 581	+12. 4	2, 506	+286. 1	2, 043	10, 245	+20. 0	214, 430	+1. 0
Iowa.....	7, 204	2, 983	+13. 4	2, 659	+39. 4	1, 562	5, 187	+39. 0	96, 676	-2. 0
Kansas.....	10, 584	887	+43. 3	5, 929	+465. 2	3, 768	5, 511	+29. 9	118, 697	+3. 3
Kentucky.....	3, 690	853	+103. 6	2, 209	+105. 1	628	4, 528	-2. 4	242, 931	+1. 8
Louisiana.....	1, 450	536	+62. 4	912	+207. 1	2	3, 839	+114. 3	67, 848	+11. 8
Maine.....	1, 386	18	-47. 1	209	-42. 4	1, 159	1, 784	+68. 3	43, 272	+2. 4
Maryland.....	2, 393	435	+72. 6	911	+164. 1	1, 047	3, 005	-28. 3	129, 598	+1. 9
Massachusetts.....	8, 852	850	+54. 0	872	-9	7, 130	11, 608	+28. 9	410, 108	+2. 5
Michigan.....	10, 342	889	+62. 8	1, 827	+15. 5	7, 626	11, 734	+8. 8	294, 164	+3. 4
Minnesota.....	7, 714	3, 369	+19. 1	2, 027	+23. 1	2, 318	5, 797	+23. 3	166, 237	-1
Mississippi.....	7, 928	47	+422. 2	1, 495	+33. 6	6, 386	6, 130	-19. 9	191, 353	+3. 0
Missouri.....	18, 658	1, 683	+88. 7	4, 612	+182. 9	12, 363	10, 169	+22. 9	346, 888	+1. 0
Montana.....	3, 875	807	+62. 0	2, 525	+170. 3	543	2, 269	+26. 1	52, 393	-1. 4
Nebraska.....	6, 879	697	+99. 1	2, 775	+38. 4	3, 407	3, 929	+69. 2	64, 624	+3. 8
Nevada.....	1, 591	77	+18. 5	1, 107	+42. 7	407	596	+8. 6	7, 143	-5. 6
New Hampshire.....	2, 036	625	-41. 3	244	-10. 0	1, 167	1, 278	-24. 2	35, 995	+1. 1
New Jersey.....	19, 491	3, 042	+43. 6	1, 919	+50. 7	14, 530	12, 128	+9. 9	313, 802	+3. 2
New Mexico.....	3, 949	288	+13. 4	2, 638	+116. 9	1, 023	1, 499	-28. 3	60, 561	-1. 0
New York.....	30, 647	11, 206	+40. 9	5, 110	+94. 4	14, 331	25, 004	+22. 0	659, 890	-9
North Carolina.....	10, 796	1, 852	+30. 7	6, 067	+123. 8	2, 877	10, 090	+9. 8	190, 252	-3. 4
North Dakota.....	2, 826	589	+155. 0	262	-4. 7	1, 975	1, 942	+49. 6	43, 440	-3. 8
Ohio.....	17, 515	7, 854	+36. 0	4, 778	+188. 4	4, 883	19, 788	+18. 0	403, 572	-3. 0
Oklahoma.....	9, 429	1, 340	+67. 1	3, 525	+31. 8	4, 564	7, 280	-30. 1	180, 449	+3. 3
Oregon.....	4, 792	656	+48. 4	3, 270	+24. 8	866	2, 624	-17. 6	113, 911	-4

<sup>1</sup> Includes only security-wage placements on works relief projects.

Table 1.—Operations of Offices of Combined State Employment Services and National Reemployment Service, March 1936—Continued

State	Placements					New applications			Active file	
	Total, March	Private		Public		Relief, March	March	Per- cent of change from Feb- ruary	Mar. 31	Per- cent of change from Feb. 29
		March	Per- cent of change from Feb- ruary	March	Per- cent of change from Feb- ruary					
Pennsylvania.....	36,049	4,026	+37.1	3,646	+21.4	28,377	32,912	+20.7	1,357,824	+2.1
Rhode Island.....	641	274	-2.1	170	-48.2	197	1,513	+13.9	60,779	+4.3
South Carolina.....	7,729	905	+138.2	2,903	+72.9	3,921	5,856	-20.9	160,313	+2.2
South Dakota.....	2,445	1,071	-8.4	851	+31.9	523	1,322	+24.6	38,996	-1.6
Tennessee.....	7,488	745	+145.1	3,131	+109.2	3,612	6,592	-8	259,900	+1.2
Texas.....	28,065	1,450	+126.2	14,866	+55.8	11,749	16,525	-37.3	334,609	+1.4
Utah.....	3,433	617	+37.7	796	-17.9	2,020	1,025	-35.7	39,747	-2.2
Vermont.....	904	233	+11.0	266	+57.4	405	1,464	+51.6	19,169	+11.4
Virginia.....	7,913	1,398	+22.4	4,450	+173.8	2,065	7,433	+26.6	135,978	-1.5
Washington.....	9,157	450	+110.3	3,330	+52.5	5,377	4,439	+17.3	214,354	+1.4
West Virginia.....	3,551	1,187	+91.8	1,603	+32.2	761	3,063	-10.3	138,924	-3.1
Wisconsin.....	11,206	3,220	-8.1	2,085	+153.0	5,901	7,012	+2.2	131,606	-4.0
Wyoming.....	1,947	236	+58.4	1,222	+153.0	489	1,084	+27.5	15,194	-9.3
Dist. of Columbia.....	2,975	1,755	+35.2	792	+692.0	428	2,786	-2.2	49,840	+2.1

Table 2.—Operations of Offices of State Employment Services, March 1936

State	Placements					New applications			Active file	
	Total, March	Private		Public		Relief, <sup>1</sup> March	March	Percent of change from Febru- ary	Mar. 31	Percent of change from Feb. 29
		March	Percent of change from Febru- ary	March	Percent of change from Febru- ary					
All States.....	225,362	63,580	+34.9	47,931	+59.7	113,851	187,623	+4.2	4,187,779	+0.7
Arizona.....	2,089	243	+38.1	700	+2.2	1,146	1,013	-40.8	17,159	+4.3
California.....	30,813	7,709	+59.3	5,857	+4.6	17,247	21,041	-20.7	331,444	+8
Colorado.....	2,972	478	+75.1	447	-48.8	2,047	2,210	-22.6	59,396	+2.3
Connecticut.....	2,810	1,087	+42.1	610	+90.6	1,113	3,790	+15.8	65,611	+2.5
Delaware.....	1,641	490	+93.7	783	+463.3	368	815	-4.5	16,930	-1.3
Florida.....	2,095	332	+55.9	788	-19.1	975	4,411	+20.0	81,363	-4.0
Idaho.....	1,649	257	+71.3	757	+147.4	635	840	-14.1	18,661	-2.4
Illinois.....	18,265	8,787	+24.3	2,693	+57.4	6,785	20,332	+8.7	332,016	-3.6
Indiana.....	5,410	3,141	+18.4	1,169	+163.9	1,100	5,873	+20.3	116,152	-1.5
Iowa.....	4,366	2,421	+9.5	1,160	+27.6	785	3,134	+18.5	54,824	-3.0
Kansas (not affiliated).....	3,714	637	+69.9	1,007	+503.0	2,070	1,499	+20.0	28,189	+4.4
Louisiana.....	1,450	536	+62.4	912	+207.1	2	3,839	+114.3	67,848	+11.8
Massachusetts.....	4,777	729	+54.4	292	+3.2	3,756	6,275	+26.7	184,559	+3.3
Minnesota.....	3,572	2,241	+31.5	482	-24.1	849	3,192	+28.5	79,189	-1.0
Missouri.....	11,888	1,320	+78.4	950	+165.4	9,618	6,206	+17.3	140,153	+3.4
Nevada.....	844	51	0	774	+103.1	19	401	+13.0	4,871	-5.0
New Hampshire.....	1,379	469	+579.7	170	+3.7	740	863	-36.8	18,498	+4
New Jersey.....	17,652	2,789	+40.0	1,664	+63.9	13,199	10,330	+6.2	261,341	+3.3
New Mexico.....	1,907	121	+15.2	1,299	+177.6	487	845	-30.5	30,757	-1.0
New York.....	20,592	9,359	+35.9	3,361	+93.4	7,872	18,249	+14.9	383,050	-2.8

<sup>1</sup> Includes only security-wage placements on works relief projects.

Table 2.—Operations of Offices of State Employment Services, March 1936—Continued

State	Placements					New applications		Active file	
	Total, March	Private		Public		Relief, March	March	Percent of change from February	Mar. 31
		March	Percent of change from February	March	Percent of change from February				Percent of change from Feb. 29
North Carolina.....	10,796	1,852	+30.7	6,067	+123.8	2,877	10,090	+9.8	190,252
North Dakota.....	599	210	+176.3	30	-55.2	359	411	+71.3	5,609
Ohio.....	12,767	6,153	+31.0	2,466	+171.6	4,148	14,509	+13.2	234,019
Oklahoma.....	2,590	1,048	+68.5	458	-40.2	1,084	1,986	-1.0	34,023
Oregon.....	2,268	399	+37.1	1,475	+1.1	394	1,707	-27.1	82,299
Pennsylvania.....	25,776	2,698	+30.3	2,088	+1.4	20,990	20,488	+12.2	834,626
Rhode Island.....	492	237	+40.2	112	-63.8	143	1,302	+13.2	53,926
South Dakota.....	2,181	964	-5.1	725	+17.5	492	1,154	+19.2	35,815
Tennessee.....	4,324	618	+198.6	1,965	+80.6	1,741	3,358	-17.5	112,191
Texas.....	7,764	130	+47.7	3,166	+111.8	4,468	5,537	-24.0	88,784
Vermont.....	904	233	+11.0	266	+57.4	405	1,464	+51.6	19,169
Virginia.....	1,142	593	+9.2	342	+322.2	207	871	+2.8	21,418
West Virginia.....	951	503	+226.6	279	+17.2	169	803	+6.8	30,655
Wisconsin.....	9,048	2,832	-2.0	1,227	+364.8	4,989	5,468	+1	96,319
Wyoming.....	900	158	+135.8	598	+128.2	144	531	+14.4	6,733
Dist. of Columbia.....	2,975	1,755	+35.2	792	+692.0	428	2,786	-2.2	49,840

Table 3.—Operations of Offices of the National Reemployment Service, March 1936

State	Placements					New applications		Active file	
	Total, March	Private		Public		Relief, <sup>1</sup> March	March	Percent of change from February	Mar. 31
		March	Percent of change from February	March	Percent of change from February				Percent of change from Feb. 29
All States.....	214,808	27,846	+49.0	88,231	+78.4	98,731	165,637	+1.6	5,064,709
Alabama.....	8,626	217	+35.6	4,823	+100.9	3,586	5,151	-9.6	148,959
Arizona.....	2,389	237	+76.9	1,223	+28.9	929	1,036	-34.5	25,526
Arkansas.....	8,575	668	+24.4	1,752	+45.6	6,155	5,483	+35.0	106,676
California.....	7,971	2,102	+202.0	4,729	+54.3	1,140	5,145	-10.0	69,923
Colorado.....	3,108	458	+75.5	1,276	+58.7	1,374	1,385	-30.5	55,116
Connecticut.....	860	388	+61.0	170	-1.6	302	772	0	20,574
Florida.....	4,126	2,405	+39.7	1,407	+57.4	314	2,124	-20.8	71,165
Georgia.....	8,891	1,659	+62.0	4,100	+47.6	3,132	10,116	-6.6	270,605
Idaho.....	1,150	121	+92.1	431	+490.4	598	608	+9.7	18,825
Illinois.....	6,480	1,057	+52.1	3,117	+305.3	2,306	5,998	+20.6	136,982
Indiana.....	2,720	440	-17.4	1,337	+549.0	943	4,372	+19.5	98,278
Iowa.....	2,838	562	+33.8	1,499	+50.1	777	2,053	+89.0	41,852
Kansas.....	6,870	250	+2.5	4,922	+458.0	1,698	4,012	+34.0	90,508
Kentucky.....	3,690	853	+103.6	2,209	+105.1	628	4,528	-2.4	242,931
Maine.....	1,386	18	-47.1	209	-42.4	1,150	1,784	+68.3	43,272
Maryland.....	2,393	435	+72.6	911	+164.1	1,047	3,005	-28.3	129,598
Massachusetts.....	4,075	121	+51.3	580	-2.8	3,374	5,333	+31.6	225,549
Michigan.....	10,342	889	+62.8	1,827	+15.5	7,626	11,734	+8.8	294,164
Minnesota.....	4,142	1,128	+1.4	1,545	+52.8	1,469	2,605	+17.4	87,048
Mississippi.....	7,928	47	+422.2	1,495	+33.6	6,386	6,130	-19.9	191,353

<sup>1</sup> Includes only security-wage placements on works relief projects.



Table 3.—Operations of Offices of the National Reemployment Service, March 1936—Continued

State	Placements					New applications			Active file	
	Total, March	Private		Public		Relief, March	March	Per- cent of change from Febru- ary	Mar. 31	Per- cent of change from Feb. 29
		March	Per- cent of change from Febru- ary	March	Per- cent of change from Febru- ary					
Missouri.....	6,770	363	+138.8	3,662	+187.9	2,745	3,963	+32.9	206,735	— .6
Montana.....	3,875	807	+62.0	2,525	+170.3	543	2,269	+26.1	52,393	—1.4
Nebraska.....	6,879	697	+99.1	2,775	+38.4	3,407	3,929	+69.2	64,624	+3.8
Nevada.....	747	26	+85.7	333	—15.7	388	195	+ .5	2,272	—6.8
New Hampshire..	657	156	—84.3	74	—30.8	427	415	+30.1	17,497	+1.8
New Jersey.....	1,839	253	+99.2	255	—1.2	1,331	1,798	+37.1	52,461	+2.6
New Mexico.....	2,042	167	+12.1	1,339	+79.0	536	674	—25.4	29,804	—1.0
New York.....	10,055	1,847	+73.6	1,749	+96.5	6,459	6,755	+46.6	276,840	+1.8
North Dakota....	2,227	379	+144.5	232	+11.5	1,616	1,531	+44.7	37,741	—5.4
Ohio.....	4,748	1,701	+57.0	2,312	+208.7	735	5,279	+33.8	169,553	+1.8
Oklahoma.....	6,839	292	+62.2	3,067	+60.7	3,480	5,294	—37.0	146,426	+3.0
Oregon.....	2,524	257	+70.2	1,795	+56.4	472	917	+8.6	31,612	—3.0
Pennsylvania....	10,273	1,328	+53.5	1,558	+68.4	7,387	12,424	+37.9	523,198	+2.1
Rhode Island....	149	37	—66.7	58	+205.3	54	211	+18.5	6,853	+4.5
South Carolina...	7,729	905	+138.2	2,903	+72.9	3,921	5,856	—20.9	160,313	+2.2
South Dakota....	264	107	—30.1	126	+350.0	31	168	+80.6	3,181	— .5
Tennessee.....	3,164	127	+30.9	1,166	+185.1	1,871	3,234	+25.7	147,799	+1.8
Texas.....	20,301	1,320	+138.7	11,700	+45.5	7,281	10,988	—42.4	245,825	+ .1
Utah.....	3,433	617	+37.7	796	—17.9	2,020	1,025	—35.7	39,747	—2.2
Virginia.....	6,771	805	+34.4	4,108	+166.1	1,858	6,562	+30.7	114,560	—2.1
Washington.....	9,157	450	+110.3	3,330	+52.5	5,377	4,439	+17.3	214,354	+1.4
West Virginia....	2,600	684	+47.1	1,324	+35.8	592	2,260	—15.1	108,269	—4.7
Wisconsin.....	2,158	388	—36.9	858	+53.2	912	1,544	+10.4	35,287	—3.5
Wyoming.....	1,047	78	—4.9	624	+182.4	345	553	+43.3	8,461	—8.5

Table 4.—Veterans' Activities of Offices of Combined State Employment Services and National Reemployment Service, March 1936

State	Placements <sup>1</sup>		New applications		Active file	
	March	Percent of change from Febru- ary	March	Percent of change from Febru- ary	Mar. 31	Percent of change from Feb. 29
United States.....	31,674	+19.6	12,069	+7.1	544,534	-0.9
Alabama.....	503	+47.0	114	+17.5	7,608	-6.3
Arizona.....	261	+29.9	97	-7.6	2,452	-3.4
Arkansas.....	355	+48.5	98	+66.1	4,814	-8.1
California.....	4,153	+39.4	1,648	-14.1	33,323	-5.4
Colorado.....	347	-7.7	121	-20.4	6,354	+ .1
Connecticut.....	273	+5.8	142	+ .7	5,964	-3.4
Delaware.....	116	+75.8	26	+8.3	957	-5.8
Florida.....	305	+75.3	109	+13.4	7,705	-3.1
Georgia.....	486	+11.2	149	-9.1	11,141	-7.2
Idaho.....	285	+54.1	94	+30.6	2,256	-1.7
Illinois.....	1,835	+21.2	1,249	+29.0	32,144	-2.9
Indiana.....	613	+3.9	341	+22.2	14,942	-2.8
Iowa.....	798	+1.0	217	+70.9	7,135	-3.4
Kansas.....	795	+140.2	175	+52.2	7,395	-2.9
Kentucky.....	401	+111.1	132	-6.4	14,342	+ .2

<sup>1</sup> Includes private, public, and works relief placements.

Table 4.—Veterans' Activities of Offices of Combined State Employment Services and National Reemployment Service, March 1936—Continued

State	Placements		New applications		Active file	
	March	Percent of change from February	March	Percent of change from February	Mar. 31	Percent of change from Feb. 29
Louisiana.....	112	+60.0	157	+103.9	5,302	+11.2
Maine.....	190	-14.3	60	+71.4	3,209	+1.0
Maryland.....	187	+1.5	110	-24.1	8,415	+20.8
Massachusetts.....	515	+51.9	401	+45.3	23,896	+2.0
Michigan.....	666	-19.3	620	+22.3	18,767	+3.4
Minnesota.....	614	-16.2	219	+34.4	13,179	+0.0
Mississippi.....	269	+15.9	106	-17.2	6,768	+7.7
Missouri.....	1,488	+71.8	388	+38.1	22,589	-3.3
Montana.....	372	+109.0	70	+45.8	3,065	-3.4
Nebraska.....	566	+1.5	142	+91.9	4,094	+3.4
Nevada.....	151	+49.5	50	+25.0	406	+1.5
New Hampshire.....	116	-49.1	41	-16.3	2,419	-1.3
New Jersey.....	1,069	+2.0	363	-4.2	21,399	+1.2
New Mexico.....	343	+35.6	64	+64.1	3,275	-4.4
New York.....	1,633	+18.7	639	+7.8	39,823	+6.6
North Carolina.....	691	+54.9	236	+6.8	7,476	-7.5
North Dakota.....	139	-4.1	37	+48.0	2,056	+4.1
Ohio.....	1,305	+59.7	536	-3.1	26,491	+6.6
Oklahoma.....	602	-19.1	123	-21.7	10,636	+1.1
Oregon.....	491	-1.8	144	-8.3	9,040	-1.8
Pennsylvania.....	1,945	-25.3	970	-13.4	65,869	+1.3
Rhode Island.....	54	-8.5	84	+52.7	3,916	+1.2
South Carolina.....	383	+20.8	86	+8.9	6,348	-2.2
South Dakota.....	267	-7.7	34	+41.7	2,336	-3.5
Tennessee.....	413	+5.4	154	+40.0	13,186	-1.8
Texas.....	2,020	+16.0	519	-16.4	16,228	-2.6
Utah.....	396	+47.2	45	+15.4	2,339	-4.0
Vermont.....	38	+72.7	35	+66.7	665	+8.7
Virginia.....	590	+96.7	215	+41.4	6,114	-4.0
Washington.....	765	-2.2	147	+28.9	14,078	-2.3
West Virginia.....	266	+19.3	69	-4.2	7,824	-1.8
Wisconsin.....	937	+13.6	251	+4.1	10,108	-4.3
Wyoming.....	203	+66.4	62	+63.2	1,032	-16.0
District of Columbia.....	392	+340.4	120	-4.8	3,654	-5.5

## Industrial and Age Classification of New Applicants and of All Persons Placed During September 1935

### Industrial Classification

OFFICES of the United States Employment Service during September 1935, registered and classified 681,133 new applicants and made 394,420 placements. Detailed tabulations of the application and placement records for the month's activities have been prepared. A brief summary of the industrial classification records follows.

Complete tabulations of the records of 445,927 new applicants and 233,104 placements are available. These include both relief and nonrelief applicants and placements. Of this total, 337,907 applications and 188,883 placements were of men. Women made up 108,120 of the tabulated new applicants and 44,221 of the place-

ments. The industrial classification of 70,747 new applicants, 54,422 men and 16,325 women, was not tabulated. This group was composed almost entirely of relief applicants in New York City and Chicago. Although industrially classified for placement purposes, reports for these applicants were not tabulated. By contrast, the records of only 922 nonrelief persons were not tabulated.

In addition to this unspecified group, the records of 164,459 applicants could not be industrially classified, due in large part to lack of previous work experience. This group which included 88,187 men, only 49,174 of whom had relief status and 76,272 women, 41,620 of whom had relief status, was composed principally of recent students, women who had not previously had outside gainful employment and, to a minor extent, of persons unemployed more than 4 years. Tabulations covering this group are available for classifications other than industrial background.

Among classified male applicants the general groups "agriculture, forestry, fishing, and mining" and "manufacturing" were tied for first place as the reported field of former employment. These two groups together accounted for nearly one-half of the classified male applicants. "Agriculture, forestry, fishing and mining" was reported by 82,123 men as the field of their last regular employment. This is 24.3 percent of the total classified male applicants. In this group agriculture predominated. Manufacturing industries were reported as the former field of employment of 81,671 male applicants, 24.2 percent of the classified total. Although first in order of total applications, the "agriculture, forestry, fishing, and mining" classifications was second in rank as the background of applicants with relief status. Applicants with relief status in this group numbered 25,646, while in the manufacturing classification 35,181 were reported, the highest total in any single group.

"Professional and commercial service and distribution" was third in order of importance among male applicants, both relief and non-relief. A total of 61,728 new male applicants were reported in this group, 18.3 percent of the classified total; of this number, 21,868 had relief status.

"Domestic and personal service, hotels, restaurants, and institutions" was reported as the former industrial field of 24,028 male applicants, 7.1 percent of the classified total, of whom 9,490 had relief status. Next in rank, "public utilities and transportation" accounted for 22,954 new applicants, 6.8 percent of the classified total, of whom 8,718 had relief status. Regular governmental service, that is, employment by any regular governmental agency ranging from local school or road districts to permanent Federal departments, was claimed as the field of employment of 19,483 male applicants of whom 5,414 had relief status.



Placements of men in nonrelief employment were heavily concentrated in "building and construction" due to the large number of placements on public works projects. The total of 113,400 was equal to 60.04 percent of the total classified nonrelief placements. The terms "nonrelief employment" and "nonrelief placements" refer to work at prevailing wages for which relief status is not required of the workers and which is not carried on for relief purposes. Although relief status is not required in nonrelief employment, many persons taken from relief rolls are placed in employment of this type. Thus of the placements in "building and construction", 22,292 were filled with persons with relief status. "Public building and construction" accounted for 106,288 of the "building and construction" placements. This category included employment on prevailing-wage work of local, State, and Federal governmental units and with contractors operating on such work. This activity is not connected with relief activities. "Private building and construction" provided the remaining 7,112 placements of which 1,366 were persons with relief status.

"Agriculture, forestry, fishing, and mining" accounted for 28,178 placements of men, or 14.9 percent of the nonrelief placements during the month. Placements of persons taken from relief rolls in this field numbered 7,091. Manufacturing industries absorbed 13,293 placements, 7.03 percent of the nonrelief total, of which 2,456 were of relief employables. Regular governmental service was next in order, taking 12,899 placements, 6.8 percent of the nonrelief total, of which 1,073 were men with relief status. Employment in the classification "domestic and personal service, hotels, and institutions" accounted for 9,809 placements, 5.2 percent of the total, of which 2,019 were of relief applicants. "Professional and commercial service and distribution" took 8,339 placements, 4.4 percent of the total placements on nonrelief work, of which 1,706 were persons taken from relief rolls. Last in order of importance, "public utilities and transportation" provided 2,678 placements, 1.4 percent, with 811 placements being filled with persons from relief rolls. Placements which were not classifiable in any of the above groups numbered 287. Out of these miscellaneous placements in prevailing-wage employment, 75 were filled by persons with relief status. There were also nine placements of men for which the type of employment was not specified.

In addition to the 188,883 placements of men in nonrelief employment made during the month, 157,588 placements on work-relief projects were made. All of these placements were filled by persons with relief status except for 7,877 placements of nonrelief persons in exempt positions.

Among woman applicants, the heaviest concentration was found in the group which reported "domestic and personal service, hotels.

restaurants, and institutions" as the field of their former employment. In this group 52,875 applications from women were received, 48.9 percent of the classified total. Of this number 21,538 were persons with relief status. This classification accounted for a somewhat higher proportion of total woman applicants than usual during September, due to the large numbers of relief employables who were registered. The relief employables included a large number of housewives who were classified in this group.

The second largest group of woman applicants was reported from "professional and commercial service and distribution." This group, which includes office and store workers, accounted for 21,891 applications from women, 20.3 percent of the classified total. Among this group were included 5,588 women with relief status. The manufacturing group was reported as the former field of employment by 17,931 women applicants, 16.6 percent of the classified total, of whom 6,615 were persons with relief status. Regular governmental service contributed 8,536 woman applicants in September, 7.9 percent of the classified total, of whom 1,927 reported relief status. The governmental service classification includes employment in schools and in various State and local institutions as well as employment in the Federal Government and in the strictly governmental branches of local government agencies. Only 5,429 women reported "agriculture, forestry, fishing, and mining" as their industrial classification. While this group accounted for only 5.02 percent of the total classified woman applicants it contained a much higher proportion of the women with relief status, 3,536 women in this group being on relief rolls.

"Public utilities and transportation" was reported by 1,125 woman applicants, 1.03 percent of the classified total. Only 284 relief applicants were found in this group. The last group in order of importance among woman applicants was the "building and construction" industry with 333 applicants, 84 of whom had relief status.

In addition to the 108,120 classified woman applicants, 39,572 of whom possessed relief status, the industrial classification of 16,325 woman applicants was not specified. All but 146 of these applicants were on relief rolls. Also, due largely to lack of previous work experience, 76,272 woman applicants were grouped in the "miscellaneous unclassifiable" category, 41,620 of these having relief status.

Placements of women in nonrelief employment, like the new applications, were grouped largely in the "domestic and personal service, hotels, restaurants, and institutions" classification. In this field 28,497 placements were made, 64.4 percent of the classified total. This total included 3,373 placements of women taken from relief rolls. Manufacturing industries accounted for 6,981 place-

ments, 15.8 percent of the classified total of which 1,072 were women with relief status.

"Professional, commercial service, and distribution" took 3,909 placements of women, 8.8 percent of the classified total, of whom 365 were taken from relief rolls. "Agriculture, forestry, and mining" provided employment in which 3,185 placements of women were made, 7.2 percent of the total placements in nonrelief work, of which 937 were filled with women of relief status. Regular governmental service accounted for 3.2 percent of the classified total of woman placements. In this group, 1,402 placements of women were reported of whom only 193 were women with relief status. "Building and construction" classification accounted for only 68 placements, 7 of which were women with relief status, and miscellaneous industries took 71 placements, 14 of which were women with relief status. Eight placements of women for which the industrial classification was not specified were also reported.

In addition to the 44,221 placements of women in nonrelief employment made during September, 3,711 placements of women on works relief projects were reported. All but 28 of these were placements of women with relief status.

A graphic chart giving the industrial classification of classified new applicants and of placements in nonrelief employment appears on page 1385.

#### Age Classification

COMPARISON of the age classification of relief and nonrelief applications and placements made by offices of the United States Employment Service during September 1935 reveals that in general there is a distinct tendency for a heavier concentration of relief applicants in the higher-age brackets. This holds true for both men and women.

Of the 480,416 men who registered with the Employment Service during September, 256,790 were classified as nonrelief and 223,626 had relief status. One-half of the male relief registrants were over 38.6 years of age, and one-quarter were over 48.8 years old. A total of 8,512 of the male applicants with relief status, 3.8 percent of the relief men, were aged 65 years or more. By contrast, one-half of the nonrelief men who registered during September were aged less than 31.7 years. One-quarter of the nonrelief men were more than 44.7 years old, and 2.9 percent were aged 65 or more.

The group aged 21-24.9 years was first in order of rank among nonrelief male applicants, with 44,730 registrants. This group was followed in order by the group of men aged 25-30 years with 37,207 registrants and the group aged less than 21 years with 36,922 nonrelief registrations. For the groups aged more than 30 years, the number of nonrelief applicants was successively smaller. For male registrants



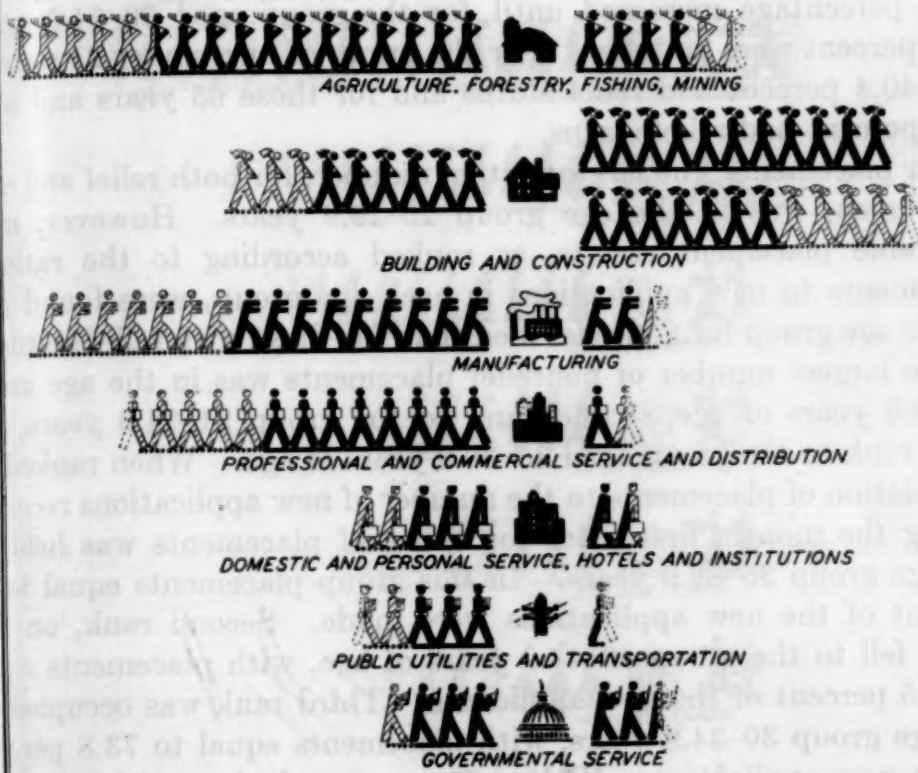
UNITED STATES EMPLOYMENT SERVICE

INDUSTRIAL CLASSIFICATION OF NEW APPLICANTS  
AND ALL PERSONS PLACED DURING SEPTEMBER 1935, ALL STATES

MEN

NEW APPLICANTS

PERSONS PLACED



WOMEN

NEW APPLICANTS

PERSONS PLACED



with relief status, however, the age group 35-39.9 years was first in order of size, with 25,810 applicants. Second rank among relief male applicants fell to the group aged 40-44.9 years. Below 21 years of age a large number of relief registrants was also found and this group held third rank in order of size with 24,981 relief applicants.

The proportion of the male applicants on relief rose successively in each age group over 21 years, except for the group aged 65 and over. In the group of men aged 21-24.9 years, 30.9 percent were on relief. This percentage increased until, for the group aged 60-64.9 years, 56.9 percent were on relief. For the group of men under 21 years of age, 40.4 percent had relief status and for those 65 years and over, 53.6 percent had relief status.

For placements, the largest actual number, for both relief and non-relief men, was in the age group 25-29.9 years. However, most favorable placement results, as ranked according to the ratio of placements to new applications in each age group, were found in a higher age group for nonrelief men than for those with relief status.

The largest number of nonrelief placements was in the age group 25-29.9 years of age, second rank to the group 21-24.9 years, and third rank to the group aged 35-39.9 years of age. When ranked by the relation of placements to the number of new applications received during the month, first place for nonrelief placements was held by the age group 35-39.9 years. In this group placements equal to 79 percent of the new applications were made. Second rank, on this basis, fell to the group 40-44.9 years of age, with placements equal to 76.5 percent of the new applicants. Third rank was occupied by the age group 30-34.9 years, with placements equal to 73.8 percent of the new applications. Below 25 years and above 45 years, the relative placement rate declined gradually until for men aged less than 21 years, placements equalled 39.5 percent of the number of new applicants and for the group aged 65 years and over placements equalled 17.8 percent of the number of applicants. The median age of nonrelief men placed during September was 32.7, and one quarter were over 42.6 years old.

Among men with relief status who were placed during September, the largest single group was found between 25 years and 29.9 years of age, with 26,473 placements. Following this group, second place in point of size was held by the group 35-39.9 years of age, with 26,329 placements. Third rank was occupied by the group 30-34.9 years, with 25,482 placements. When ranked according to the percentage of placements to applications, most favorable results were also found in the group aged 25-29.9 years where placements were 110.1 percent of the number of new applicants. This high percent resulted from large-scale placements on W. P. A. projects during the period, many previously registered relief persons being placed. Second and third

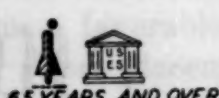
UNITED STATES EMPLOYMENT SERVICE



AGE OF NEW APPLICANTS AND ALL PERSONS PLACED  
DURING SEPTEMBER 1935, ALL STATES

WOMEN

NEW APPLICANTS

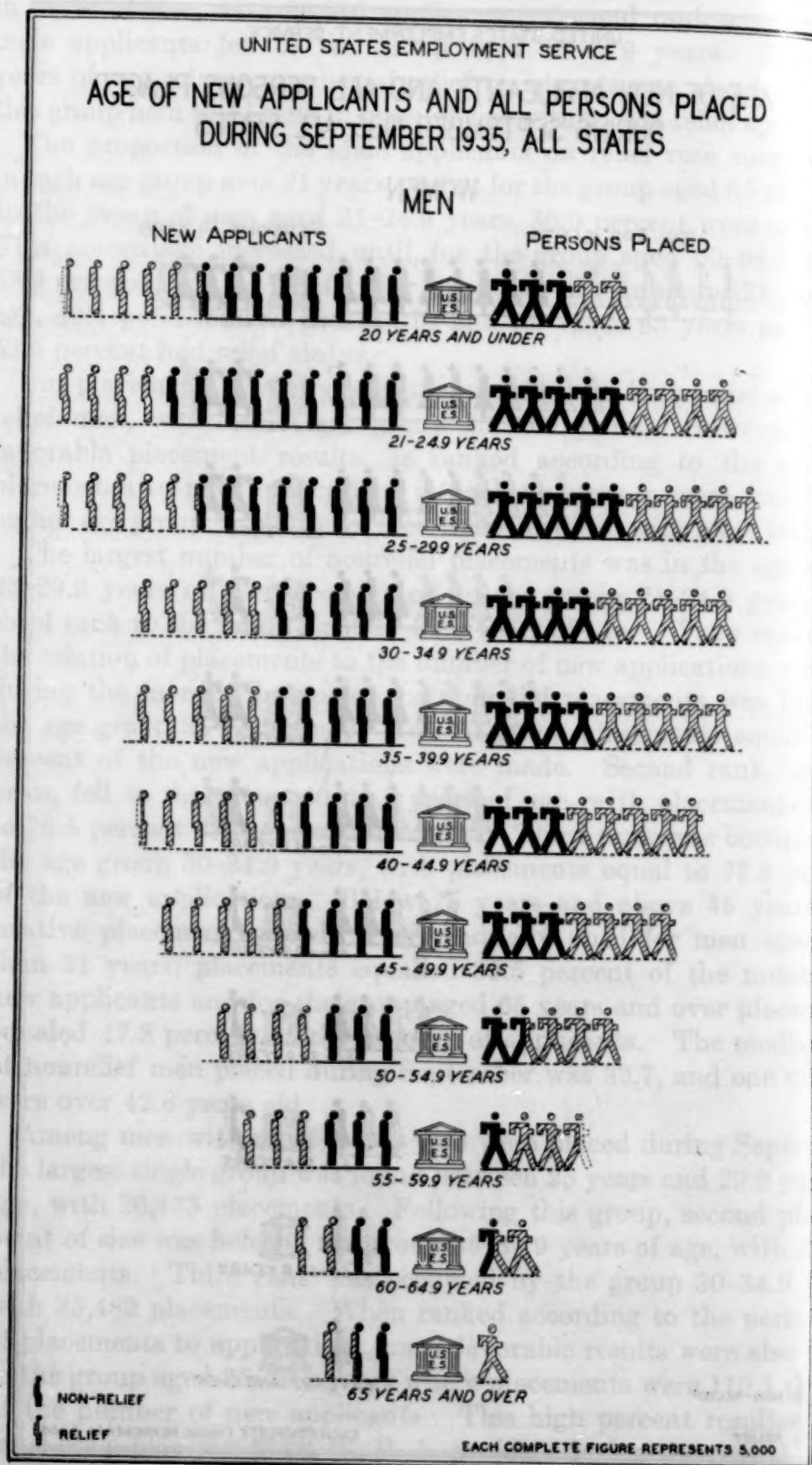
PERSONS PLACED



 NON-RELIEF  
 RELIEF

EACH COMPLETE FIGURE REPRESENTS 3,000





relative rank went, respectively, to the next two older groups. The percentage of placements to the number of new applicants declined successively in the higher age brackets. In the higher age class, for men aged 65 years and over, placements equaled 48.9 percent of the number of new applications. The lowest placement ratio for any relief age group of men was for men aged less than 21 years where placements equaled only 44.4 percent of the number of new applicants.

An increasing dependence of the older age groups for relief employment is illustrated by the percentage of the placements for each age group filled by relief employables. While all of these relief employables were not placed on relief work, 80.7 percent of the placements of relief men during September was on relief employment. Placements of men aged under 21 years of age were made up of 43.2 percent of relief men. This proportion increased steadily with each age group until for men aged 65 and over, 76 percent of all placements were of men with relief status.

The median age of men with relief status who were placed during September was 37.7. One-quarter of the relief men were over 48.1 years of age.

Among woman applicants a tendency for relief applicants to be of higher age than nonrelief applicants was also evident. One-half of the 97,371 woman applicants with relief status were over 33.9 years of age, one-quarter were over 45.7 years of age, and 1.9 percent were aged 65 years or more. By comparison, one-half of the 103,346 nonrelief woman applicants were under 28 years of age, three-quarters were under 39.6 years of age, and 1.2 percent were 65 years or more.

Among woman relief registrants the largest group, as among nonrelief registrants, was aged under 21 years, but the second largest group was aged 35-39.9 years. Third rank in point of size fell to the group aged 25-29.9 years.

The percentage of all woman applicants in each age group composed of women with relief status increased steadily from 35.6 percent for the group aged 21-24.9 years to 64.2 percent for the groups aged 60-64.9 years. For woman applicants aged under 21 years, 45 percent had relief status, and for those over 65, 59.1 percent had relief status.

Among woman nonrelief applicants the largest number was found in the group aged under 21 and declined regularly in the older age brackets.

While the largest number of placements of nonrelief women was in the group aged under 21 years, the most favorable placement rate was in the group aged 40-44.9 years. Here placements were equal to 45 percent of the number of new applications in the same age group. Second rank was held by the group aged 45-49.9 years, with placements equal to 41 percent. The third most favorable relationship was found in the age group 35-39.9 years with 40.3 placements per

100 new registrations. The median age of nonrelief woman placements was 28.3 years. One-quarter of the nonrelief woman placements were of women aged over 39.5 years.

The proportion of placements of women with relief status to the number of registrations of relief women was much lower than for men. Highest relative rank was held by the age group 40-44.9 years, with placements equal to 12.2 percent of the new applications. Second rank was held by the group aged 30-34.9 years, with placements equal to 12.0 percent of the new applications, and third rank by the group aged 35-39.9 years, with placements equal to 11.6 percent of new registrations.

In the upper age brackets women were increasingly dependent upon relief work. For the group aged under 21 years, 15.7 percent of all placements of women were composed of women with relief status. This proportion increased to a high point of 27.7 percent for the group aged 55-59.9 years and declined slightly for the two oldest groups. The median age of women with relief status who were placed was 33.2. One-quarter of these women were over 42.8 years of age.

A graphic chart of the age and relief classification of applicants and placements for men appears on page 1388, and a similar chart for women is shown on page 1387.



## TREND OF EMPLOYMENT AND PAY ROLLS

---

### Summary of Employment Reports for March 1936

**W**ELL-distributed gains in employment and pay rolls from February to March were shown in the manufacturing and nonmanufacturing industries surveyed monthly by the United States Bureau of Labor Statistics.

Although floods in certain localities caused a curtailment of operations in a number of establishments during the March 15 pay period, there was a general expansion in employment in establishments not affected by the flood conditions. Sixty-six of the 90 manufacturing industries covered showed increases in employment over the month interval and gains were reported in 11 of the 16 nonmanufacturing industries surveyed.

Pronounced gains in employment were shown in the private building construction and quarrying and nonmetallic mining industries, due largely to improved weather conditions, and retail-trade establishments added workers to their pay rolls to accommodate spring buying. Dyeing and cleaning establishments also reported seasonal expansion in employment. Brokerage firms continued to absorb additional employees and gains were shown in laundries, wholesale trade, telephone and telegraph, power and light, metalliferous mining, and bituminous-coal mining. The only important decrease in employment was a seasonal decline in anthracite mining. Small losses in employment in the electric-railroad and motor-bus operation and crude-petroleum producing industries were shown, and decreases of less than one-tenth of 1 percent were reported in insurance offices and hotels.

The public employment reports for March showed pronounced increases in the number of workers engaged on construction projects financed by the Public Works Administration and on construction projects financed by regular governmental appropriations. A substantial gain in employment was also registered on projects financed by The Works Program. A marked decrease in the number of employees, however, occurred on the emergency conservation program.

## Private Employment

MORE than 225,000 additional workers found employment in March in the combined manufacturing and nonmanufacturing industries surveyed, and weekly pay rolls were approximately \$9,900,000 greater than in February. Between March 1935 and March 1936, 300,000 more workers were employed in these combined industries and weekly pay rolls were over \$21,000,000 greater.

Factory employment and pay rolls normally show increases from February to March. The gains in March 1936, however, were larger than seasonal. The increase of 1.2 percent in factory employment over the month interval indicates the additional employment of over 83,000 workers, and the gain of 5.0 percent in pay rolls represents an increase of nearly \$7,500,000 in weekly wage disbursements. Gains in employment and pay rolls from February to March were shown in both the durable and nondurable goods groups. Employment in the durable goods group increased 1.7 percent and pay rolls rose 7.7 percent, and in the nondurable goods industries gains in employment and pay rolls of 0.8 and 2.5 percent, respectively, were shown.

Over the year interval, factory employment increased 2.9 percent, or in actual number 132,500 workers. The gain of 7.8 percent in weekly pay rolls between March 1935 and March 1936 indicates an increase of more than \$11,300,000.

In addition to the gains in employment in 66 of the 90 industries surveyed, 79 industries reported larger pay rolls. The fertilizer industry reported the largest percentage increase in number of workers (50.2 percent), due to spring shipments. Many industries related to building-construction activities reported substantial seasonal gains, among which were marble, granite, slate; cement; brick, tile, and terra cotta; structural ironwork, sawmills, and millwork. Each of the six apparel industries surveyed reported increases in employment. The electric- and steam-railroad car and locomotive industries reported gains in employment of 12.3 and 14.3 percent, respectively, due to orders placed for new equipment, and the shipbuilding industry showed a gain of 10.3 percent. Other industries reporting substantial gains in number of workers from February to March were: Beet sugar, beverages, ice cream, aircraft, pottery, stoves, and steam-railroad repair shops. Smaller gains in employment were noted in a number of industries of major importance, among which were foundries and machine shops, electrical machinery, baking, blast furnaces, steel works, rolling mills, and newspapers and periodicals. The gain of 0.9 percent in employment in the machine-tool industry in March continued the unbroken rise which has been shown each month since October 1934. The March 1936 employment index (104.5) exceeded the level recorded in any month since October 1930.

The agricultural-implement industry, which reflects orders placed for farm equipment, also continued to absorb additional workers. The March 1936 index of employment (138.7) in this industry is the maximum registered in any month since March 1930.

The most pronounced decline in employment over the month interval (24.0 percent) was in the automobile tire and tube industry, and was due primarily to a temporary plant shut-down caused by labor difficulties. Radio and phonograph plants reported a seasonal decline of 5.1 percent, and woolen and worsted-goods mills reported 2.5 percent fewer workers in March than in February. Employment decreased 3.7 percent in the lighting-equipment industry, and 2.3 percent in jewelry and hardware. In the book and job printing, slaughtering, and chewing and smoking tobacco industries, losses ranging from 1.7 percent to 1.3 percent were reported. The declines in employment in the remaining industries were 1.2 percent or less.

Employment in the automobile industry in preceding years has usually shown substantial gains between February and March. The introduction of new models at an earlier period, however, has resulted in a shift in the seasonal movement of employment in this industry during recent months, and instead of usual gains in March a decline of 0.9 percent in employment was shown. Weekly pay rolls in this industry in March, however, were 12.6 percent greater than in the preceding month.

Among the 11 nonmanufacturing industries which showed gains in number of workers from February to March, the seasonal expansion in retail trade resulted in the reemployment of the largest number of workers. Based on reports supplied by 55,215 retail-trade establishments, it is estimated that 84,500 additional persons secured employment in the retail establishments of the country. The general merchandising group, composed of department, variety, and general merchandising stores and mail-order houses showed a seasonal gain of 6.9 percent, indicating an increase of 47,200 workers. A net gain of 1.6 percent was recorded in other lines of retail trade. A sharp seasonal increase was shown in retail apparel stores and smaller gains were reported in retail lumber and building materials, drugs, automotive, hardware, and other retail lines.

Wholesale-trade establishments added approximately 10,000 workers to their pay rolls between February and March. Wholesale dry goods and apparel firms and wholesale grocery firms reported small gains in employment. Other important lines of wholesale distribution in which gains were shown were automotive, electrical goods, lumber and building materials, machinery, and hardware. A seasonal decrease in employment of 4.3 percent was reported in the group of wholesale firms dealing in metals and minerals, which includes whole-



sale coal dealers, and firms in the wholesale farm products group reported a net decline of 7.2 percent in employment due primarily to a seasonal slackening in leaf tobacco activities. Improved weather conditions gave momentum to private building construction, reports from 10,021 contractors showing a net increase in employment of 28.3 percent. Quarrying and nonmetallic mines, due to the more favorable weather, reported an increase of 14.3 percent in number of workers. Gains were also reported in laundries and dyeing and cleaning establishments.

Employment in the power and light industry increased 0.9 percent, the gain being attributable, to some extent, to extra maintenance crews necessary in the "flood" areas. Metalliferous mines reported a gain of 0.7 percent in employment. This small increase continued the rise which has been shown consistently in this industry each month since July of 1935, and raised the March level of employment to the highest point reached since July 1931. The increase of 3.3 percent in employment in brokerage firms continued the gains which have been shown each month since April 1935, and raised the employment level in March 1936, 27.6 percent above the level of March 1935. Employment in telephone and telegraph companies rose 0.4 percent over the month interval while in bituminous-coal mines the level of employment remained virtually unchanged. Pay rolls in bituminous-coal mines, however, fell 10.5 percent, due to decreased demand for fuel. With the exception of the seasonal decrease of approximately 12,400 workers in the anthracite-mining industry, the declines in employment in the remaining industries were negligible. The sharp decline in employment in the anthracite-mining industry was accompanied by a pronounced decrease in weekly pay rolls and was due, to some extent, to recessions following the unusual activity in February which had been caused by extremely severe weather.

Preliminary reports of the Interstate Commerce Commission show 1,010,703 workers (exclusive of executives and officials) employed by class I railroads in March 1936. This is a decrease of 1.0 percent in comparison with February when 1,020,466 workers were employed. Information concerning pay rolls in March was not available at the time this report was prepared. The total compensation of all employees (except executives and officials) in February was \$143,544,141 compared with \$140,771,134 in January, a gain of 2.0 percent. The preliminary indexes of employment, compiled by the Interstate Commerce Commission and based on the 3-year average 1923-25 as 100, are 57.3 for March and 57.7 for February. The final January index is 55.0.

*Hours and earnings.*—Average hours worked per week in the manufacturing industries surveyed were 3.3 percent higher in March than in February, and average hourly earnings were 0.1 percent higher.

Average weekly earnings, which are largely dependent on these two factors, increased 3.7 percent.

In the nonmanufacturing industries surveyed, gains in average hours worked per week between February and March were shown in 6 of the 14 industries for which data are available, and average hourly earnings were also higher in 9 industries. The industries which reported increased hours also reported increased weekly earnings and one additional industry (telephone and telegraph) reported a small gain in average weekly earnings.

Table 1 presents a summary of employment and pay-roll indexes and average weekly earnings in March 1936 for all manufacturing industries combined, for selected nonmanufacturing industries, and for class I railroads, with percentage changes over the month and year intervals, except in the few industries for which certain items cannot be computed.

Table 1.—Employment, Pay Rolls, and Weekly Earnings in All Manufacturing Industries Combined and in Nonmanufacturing Industries, March 1936 (Preliminary Figures)

Industry	Employment			Pay roll			Average weekly earnings		
	Index March 1935	Percentage change from—		Index March 1936	Percentage change from—		March 1936	Percentage change from—	
		Febru- ary 1936	March 1935		Febru- ary 1936	March 1935		Febru- ary 1936	March 1935
All manufacturing industries combined.....	(1923-25 = 100) 84.1	+1.2	+1.9	(1923-25 = 100) 76.3	+5.0	+7.8	\$22.25	+3.7	+5.7
Class I steam railroads <sup>1</sup> .....	57.3	-.7	+4.6	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Coal mining:	(1929 = 100)			(1929 = 100)					
Anthracite.....	52.5	-14.2	+2.1	42.6	-44.5	+9.4	23.58	-35.3	+7.1
Bituminous.....	80.4	+3	-1.5	70.2	-10.5	+4.0	22.19	-10.7	+5.6
Metalliferous mining.....	55.9	+7	+24.3	45.1	+5.6	+46.1	24.84	+4.8	+17.6
Quarrying and nonmetallic mining.....	42.2	+14.3	+4.2	30.9	+29.1	+24.1	17.93	+12.8	+19.0
Crude-petroleum producing.....	70.7	-.1	-4.5	55.9	+3	-.3	29.15	+4	+4.4
Public utilities:									
Telephone and telegraph.....	70.2	+4	+6	77.2	+1.3	+2.5	29.53	+9	+1.9
Electric light and power and manufactured gas.....	86.9	+9	+5.5	86.1	+1.6	+8.3	31.89	+7	+2.7
Electric-railroad and motor-bus operation and maintenance.....	71.2	-.7	-.1	67.8	-.7	+6.9	30.79	-.1	+7.2
Trade:									
Wholesale.....	85.6	+7	+1.9	69.0	+3.6	+5.7	28.59	+2.9	+3.8
Retail.....	81.9	+2.7	+2.1	53.5	+3.1	+5.1	20.80	+4	+3.1
General merchandising.....	90.9	+6.9	+2.6	77.3	+4.6	+4.3	17.52	-2.1	+1.6
Other than general merchandising.....	79.5	+1.6	+2.0	60.7	+2.7	+5.4	23.44	+1.1	+3.3
Hotels (year round) <sup>3</sup> .....	82.8	-( <sup>4</sup> )	+2.5	66.0	-.7	+3.3	14.04	-.6	+8
Laundries.....	82.1	+1.1	+3.0	69.9	+3.1	+8.2	15.97	+2.0	+5.1
Dyeing and cleaning.....	74.7	+6.2	+3.0	58.4	+15.2	+5.4	18.47	+8.5	+2.3
Brokerage.....	( <sup>2</sup> )	+3.3	+27.6	( <sup>2</sup> )	+2.9	+35.6	36.90	-.4	+6.1
Insurance.....	( <sup>2</sup> )	-( <sup>4</sup> )	+8	( <sup>2</sup> )	-1.9	+1.1	37.66	-1.9	+1
Building construction.....	( <sup>2</sup> )	+23.3	+14.8	( <sup>2</sup> )	+35.8	+24.1	24.71	+5.8	+8.6

<sup>1</sup> Preliminary; source—Interstate Commerce Commission.

<sup>2</sup> Not available.

<sup>3</sup> Cash payments only; the additional value of board, room, and tips cannot be computed.

<sup>4</sup> Less than  $\frac{1}{10}$  of 1 percent.

## Public Employment

EMPLOYMENT on construction projects financed from Public Works Administration funds increased sharply during March. The total number of wage earners employed during the month on these projects was 202,000, an increase of 14.4 percent, compared with the 177,000 employees in February. On Federal and non-Federal projects financed from funds provided by the National Industrial Recovery Act, the number of workers employed in March was virtually the same as in February. Employment on non-Federal projects financed from funds provided by the Emergency Relief Appropriation Act of 1935, however, showed a marked gain, increasing from 35,000 in February to more than 60,000 in March. Total pay-roll disbursements in March of \$13,981,000 were \$1,761,000 greater than in the previous month.

A substantial increase in the number of workers employed on construction projects financed from regular governmental appropriations was reported in March. Employment during the month totaled 47,538, an increase of 8.3 percent compared with the previous month. A sharp drop in the number of employees occurred on naval vessel construction projects but marked gains in employment were registered on building construction, public-road, and river, harbor, and flood-control projects. Total pay-roll disbursements in March amounted to \$3,675,000, an increase of \$56,000 over February.

A moderate gain in employment occurred during the month on projects financed by the Reconstruction Finance Corporation. Employment on these projects in March totaled 8,134, a gain of 2.2 percent compared with the 7,961 wage earners working in February. Increases in the number of workers employed were registered on building construction work and on water and sewerage projects. Total pay-roll disbursements in March of \$916,000 were \$11,000 greater than in February and were the highest of any month since November 1935.

The number of employees working on projects financed by The Works Program continued to increase sharply during March. Compared with February, there was a gain of approximately 171,000 in the number of workers engaged on this program. Employment on



Federal projects totaled 326,000, an increase of 9 percent compared with February. On projects operated by the Works Progress Administration, the number of wage earners employed increased from 2,901,000 in February to more than 3,044,000 in March. Total pay-roll disbursements for the month were in excess of \$157,259,000, a gain of \$8,453,000 over pay-roll disbursements in February.

In the regular agencies of the Federal Government, increases in employment occurred in the executive, judicial, and military branches; a small decrease, however, was reported for the legislative service. Although the level of employment in the executive service was virtually unchanged in March, it was 15 percent higher than in March 1935. Of the 806,404 employees in the executive service in March, 112,739 were working in the District of Columbia and 693,665 outside the District. The most pronounced gain in employment in the executive departments of the Federal Government in March occurred in the Veterans' Administration. Substantial increases were also reported for the Navy Department, the Department of the Interior, the Resettlement Administration, and the National Youth Administration. Appreciable losses, on the other hand, occurred in the Department of Commerce, the Department of Labor, and the Home Owners' Loan Corporation.

In Civilian Conservation Camps, March was the end of an enlistment period. As a result, the number of employees decreased from 452,000 in February to less than 354,000 in March. All classes of wage earners shared in the decline. Pay-roll disbursements amounting to more than \$17,213,000 were \$3,236,000 less than in February.

The number of employees engaged in the construction and maintenance of State roads during March was 141,536, a gain of 11,503 compared with employment in February. Employment on new road construction showed a decline of 20.5 percent, but an increase of 11.4 percent was registered in maintenance work. Of the total number employed in March, 8,150 were engaged in the construction of new roads and 133,386 were employed on maintenance work. Total pay-roll disbursements for the month of \$7,690,000 were \$117,000, or 1.5 percent, greater than in February.

A summary of Federal employment and pay-roll statistics for March is presented in table 2.

Table 2.—Summary of Federal Employment and Pay Rolls, March 1936<sup>1</sup>

[Preliminary figures]

Class	Employment		Per- cent- age change	Pay roll		Per- cent- age change
	March	February		March	February	
Federal service:						
Executive <sup>2</sup> .....	<sup>3</sup> 806,404	<sup>4</sup> 800,323	+0.8	\$124,709,612	<sup>4</sup> \$122,630,126	+1.7
Judicial.....	1,934	1,851	+4.5	487,373	487,598	(9)
Legislative.....	4,939	4,974	-.7	1,175,945	1,178,688	-.3
Military.....	294,609	289,709	+1.7	23,921,589	22,362,720	+7.0
Construction projects:						
Financed by P. W. A.....	<sup>6</sup> 202,236	<sup>7</sup> 176,764	+14.4	<sup>6</sup> 13,981,176	<sup>7</sup> 12,220,479	+14.4
Financed by R. F. C.....	<sup>8</sup> 8,134	<sup>9</sup> 7,961	+2.2	<sup>8</sup> 916,059	<sup>9</sup> 905,455	+1.2
Financed by regular govern- mental appropriations.....	47,538	43,915	+8.3	3,674,896	3,619,025	+1.5
The Works Program: <sup>10</sup>						
Federal projects.....	325,505	298,589	+9.0	14,431,789	12,529,207	+15.2
Projects operated by W. P. A.....	3,044,685	2,900,645	+5.0	142,827,306	136,276,680	+4.8
Relief work:						
Emergency Conservation Work.....	<sup>11</sup> 353,471	<sup>12</sup> 452,165	-21.8	<sup>11</sup> 17,213,224	<sup>12</sup> 20,448,752	-15.8

<sup>1</sup> Based on March reports received up to Apr. 22, 1936.<sup>2</sup> Includes employees of Columbia Institution for the Deaf and Howard University.<sup>3</sup> Includes 32 employees by transfer previously reported as separations by transfer, not actual additions for March.<sup>4</sup> Revised.<sup>5</sup> Less than  $\frac{1}{10}$  of 1 percent.<sup>6</sup> Includes 64,223 wage earners and \$3,032,280 pay roll covering P. W. A. projects financed from E. R. A. A. 1935 funds.<sup>7</sup> Includes 39,848 wage earners and \$1,794,866 pay roll covering P. W. A. projects financed from E. R. A. A. 1935 funds.<sup>8</sup> Includes 62 employees and pay roll of \$2,240 on projects financed by R. F. C. Mortgage Co.<sup>9</sup> Includes 85 employees and pay roll of \$5,817 on projects financed by R. F. C. Mortgage Co.<sup>10</sup> Data covering P. W. A. projects financed from E. R. A. A. 1935 funds are not included in The Works Program and shown only under P. W. A.<sup>11</sup> 42,765 employees and pay roll of \$6,015,979 included in executive service.<sup>12</sup> 43,469 employees and pay roll of \$6,085,727 included in executive service.

## Detailed Reports for February 1936

THIS article presents the detailed figures on volume of employment, as compiled by the Bureau of Labor Statistics, for the month of February 1936. The tabular data are the same as those published in the Employment and Pay Rolls pamphlet for February, except for certain minor revisions and corrections.

### Private Employment

MONTHLY reports on employment and pay rolls in private industry are now available for the following groups: (1) 90 manufacturing industries; (2) 16 nonmanufacturing industries, including building construction; and (3) class I steam railroads. The reports for the first two of these groups—manufacturing and nonmanufacturing—are based on sample surveys by the Bureau of Labor Statistics, but in practically all cases the samples are sufficiently large to be entirely representative. The figures on class I steam railroads are compiled by the Interstate Commerce Commission and are presented in the foregoing summary.

## Employment, Pay Rolls, Hours, and Earnings in February 1936

THE indexes of employment and pay rolls, average hours worked per week, average hourly earnings, and average weekly earnings in manufacturing and nonmanufacturing industries in February 1936 are shown in table 1. Percentage changes from January 1936 and February 1935 are also given. The collection of employment data concerning banks has been discontinued by the Bureau of Labor Statistics, but other Federal agencies will collect these statistics periodically and make them available to this Bureau for publication.



Table 1.—Employment, Pay Rolls, Hours, and Earnings in Manufacturing and Nonmanufacturing Industries, February 1936

Industry	Employment		Pay rolls		Average weekly earnings <sup>1</sup>		Average hours worked per week <sup>1</sup>		Average hourly earnings <sup>1</sup>	
	Index Febru-ary 1936	Percentage change from— Janu-ary 1936	Index Febru-ary 1936	Percentage change from— Janu-ary 1936	Febru-ary 1936	Percentage change from—		Febru-ary 1936	Percentage change from—	
						Janu-ary 1936	Febru-ary 1935			Janu-ary 1936
<i>Manufacturing (indexes are based on 3-year average 1923-25 = 100)</i>										
<b>All manufacturing industries</b>	83.2	+0.2	72.3	+0.1	\$21.42	-0.1	+2.4	37.4	+0.1	+2.1
Durable goods	74.6	+1.1	64.1	-3.3	23.36	-5.5	+1.8	37.9	-2.2	+4.1
Nondurable goods	92.5	+4.4	82.8	+6.6	19.55	+1.1	+2.1	37.0	+5.5	+2.6
<i>Durable goods</i>										
<b>Iron and steel and their products, not in- cluding machinery</b>	76.0	+3.3	65.2	+1.2	23.51	+9.9	+2.8	38.1	+1.6	+5.1
Blast furnaces, steel works, and rolling mills	76.6	-6.6	68.2	+3.3	24.60	+9.9	+1.8	37.5	+1.4	+3.7
Bolts, nuts, washers, and rivets	83.7	-1.5	71.9	-4.6	22.34	-3.1	+4.7	39.3	-2.9	+3.3
Cast-iron pipe	54.3	+1.9	34.1	+4.0	17.06	+2.1	+19.4	34.1	+6.6	+16.9
Cutlery (not including silver and plated cut- lery) and edge tools	86.1	+7.7	65.2	+3.3	20.28	-3.3	+6.2	39.0	+7.7	+6.8
Forgings, iron and steel	66.2	-1.7	52.6	+9.9	25.22	+2.7	-5.0	40.8	+2.5	-7.2
Hardware	56.6	-1.4	51.2	-2.8	19.99	-1.4	+2.5	40.6	-8.8	+5.3
Plumbers' supplies	93.8	+1.9	61.0	+9.6	21.59	+7.6	-6.6	38.4	+6.7	+4.4
Steam and hot-water heating apparatus and steam fittings	57.5	+4.2	41.2	+5.7	22.95	+1.4	+6.8	39.1	+1.9	+5.6
Stoves	95.7	+9.0	78.8	+22.0	23.24	+11.8	+15.5	40.3	+10.2	+12.7
Structural and ornamental metalwork	57.7	+7.7	44.8	-1.0	21.35	-1.6	+11.3	36.8	-1.3	+10.5
Tin cans and other tinware	91.4	-2.2	86.1	-5.3	20.59	-5.1	+4.1	36.9	-3.9	+2.4
Tools (not including edge tools, machine tools, files, and saws)	72.2	-1.3	72.7	-1.1	22.88	+3.3	+7.7	42.8	+3.3	+9.5
Wirework	139.1	-4.8	124.0	-4.8	20.61	0	-4.4	37.1	-1.1	-3.1
<b>Machinery, not including transportation equipment</b>	92.6	+1.1	79.2	+1.1	24.26	+1.1	+9.3	39.4	+8.8	+7.5
Agricultural implements	136.3	+1.8	165.3	+2.0	24.88	+2.2	+11.6	40.6	+1.4	+6.7
Cash registers, adding machines, and calcu- lating machines	115.5	+1.6	100.6	+6.6	28.60	-1.0	+8.4	41.0	-2.1	+4.7
Electrical machinery, apparatus, and supplies	71.4	-1.0	61.0	+5.7	23.54	-4.7	+4.7	38.0	+1.1	+1.5
Engines, turbines, tractors, and water wheels	112.6	+4.0	84.3	+3.8	27.20	+2.2	+6.8	39.3	-1.1	+4.3

Electrical machinery, apparatus, and supplies	115.5	+1.6	+13.1	100.6	+22.7	+1.0	+8.4	40.0	+1.4	+6.7	61.6	-1.2	+4.6
Engines, turbines, tractors, and water wheels	71.4	-1.0	+5.7	61.0	+10.8	+2.5	+6.7	41.0	-2.1	+4.7	70.6	+1.5	+4.1
Foundry and machine-shop products	112.6	+4.0	+31.7	81.3	+3.8	+3.8	+6.8	39.3	+1.1	+5.5	61.4	+1.1	+6.2
Machine tools	103.6	+1.2	+11.2	68.3	+2.5	+2.5	+10.3	40.5	+1.1	+8.3	62.9	+3.6	+1.9
Radio and phonographs	196.0	-8.0	+5.4	96.4	-9.7	-9.7	+13.0	44.2	+2.5	+6.8	55.2	+3.0	+1.5
Textile machinery and parts	70.6	+1.5	+9.0	63.4	+1.8	+1.8	+10.7	32.7	-2.5	+11.1	59.9	+1.9	+1.4
Typewriters and parts	100.4	-8.8	+4.8	90.2	+2.6	+2.6	+13.3	38.8	+2.4	+7.9	57.5	+2.2	+6.3
Transportation equipment	100.4	-2.6	+4.2	80.5	-10.2	-10.2	-14.6	33.2	-7.7	-19.9	74.5	+1.7	+6.3
Aircraft	460.6	+7.3	+42.2	358.5	+5.5	+5.5	-5.0	41.2	+1.1	+4.4	65.3	+4.4	+7.5
Automobiles	113.8	-3.6	-3.1	87.3	-12.4	-12.4	-18.3	32.6	-9.4	-24.2	75.6	+1.0	+2.2
Cars, electric- and steam-railroad	50.6	+4.3	+16.0	54.0	+5.5	+5.5	+7.5	36.0	+11.6	+4.9	62.1	+1.0	+2.8
Locomotives	24.1	+18.0	+22.0	10.9	+32.9	+32.9	+3.7	37.1	+1.0	+10.7	63.8	+1.0	+2.8
Shipbuilding	82.0	-2.2	+12.6	75.3	-2.4	-2.4	+11.9	34.9	+5.7	+4.0	68.2	+5.4	+4.7
Railroad repair shops	58.2	+4.1	+10.6	57.8	+10.7	+10.7	+9.5	41.3	+2.3	+2.6	62.0	+5.4	+1.5
Electric railroad	65.5	+6.6	-7.7	62.5	+2.0	+2.0	+5.3	45.0	+6.1	+4.8	68.7	+6.6	+4.8
Nonferrous metals and their products	57.6	+4.3	+10.9	57.6	+11.3	+11.3	+10.0	41.0	+1.7	+3.3	54.8	+1.0	+2.2
Aluminum manufactures	89.3	-1.1	+9.4	72.4	-4.4	-4.4	+3.8	39.2	+1.9	+1.7	56.1	+1.0	+4.9
Brass, bronze, and copper products	82.0	+9.9	+6.7	76.7	-2.9	-2.9	+7.3	40.3	-1.2	+1.3	58.0	+1.0	+1.3
Clocks, watches and time-recording devices	87.2	-1.5	+8.0	70.3	-1.4	-1.4	+3.2	40.2	-1.2	+1.3	58.0	+1.0	+1.3
Jewelry	92.2	+1.2	+18.3	80.3	+7.4	+7.4	+7.9	40.6	+6.8	+5.6	48.6	-7.7	+2.1
Lighting equipment	71.6	+2.8	+1.4	52.5	-1.4	-1.4	-4.1	35.7	-2.4	-1.4	53.9	-2.0	+1.5
Silverware and plated ware	82.2	-1.0	+20.3	73.6	-6.0	-6.0	-6.3	37.9	-6.4	+6.2	55.6	+1.3	+1.4
Smelting and refining—copper, lead, and zinc	90.1	-4.4	-1.6	48.8	-1.2	-1.2	-3.9	36.3	-2.9	-2.9	57.1	-6.6	-1.4
Stamped and enameled ware	109.2	-1.1	+20.2	63.5	+3.3	+3.3	+10.6	40.1	+2.7	+4.9	56.3	-2.5	+5.6
Lumber and allied products	53.4	-1.9	+3.6	90.7	-1.1	-1.1	+2.9	39.0	+2.7	+1.5	50.9	-1.5	+1.3
Furniture	72.6	+1.3	+8.5	54.3	+4.8	+4.8	+10.1	38.9	-1.1	+7.4	45.1	+2.3	+1.4
Lumber	45.7	+5.5	+20.6	35.9	-4.4	-4.4	+18.1	38.9	-5.5	+14.5	46.6	-2.2	+4.0
Millwork	34.7	+9.9	+6.1	24.8	-1.7	-1.7	+9.1	38.5	-2.3	+8.5	45.6	-3.3	+2.4
Sawmills	98.1	(1)	+1.8	55.2	-8.8	-8.8	+8.1	35.7	+2.1	+8.3	55.7	-9.9	+1.0
Turpentine and rosin	51.0	+4.4	+2.8	38.7	+1.8	+1.8	+10.1	37.4	+2.2	+14.7	45.2	-1.2	-3.0
Stone, clay, and glass products	30.0	-3.2	+16.8	19.4	-3.1	-3.1	+6.9	32.1	+2.6	+7.2	57.4	-1.2	+2.2
Brick, tile, and terra cotta	38.0	(1)	+5.5	23.8	+1.3	+1.3	+8.5	35.0	+1.0	+3.7	59.7	-1.8	+3.9
Cement	93.8	+1.9	+2.3	83.8	+1.8	+1.8	+1.3	32.8	-1.4	+8.7	62.8	-1.0	-7.8
Glass	21.7	-2.5	-4.0	13.6	-5.6	-5.6	-1.3	38.6	+5.5	+9.0	54.9	+1.0	+4.3
Marble, granite, slate, and other products	67.7	+2.2	-5.1	53.1	+8.8	+8.8	+11.0	38.6	+5.5	+9.0	54.9	+1.0	+4.3
Pottery	45.7	+5.5	+20.6	35.9	-4.4	-4.4	+18.1	38.9	-5.5	+14.5	46.6	-2.2	+4.0
Nonferrous metals and their products	96.1	+1.1	-2.3	91.1	+2.5	+2.5	-1.7	35.5	+2.0	+3.5	46.0	-6.6	-4.0
Fabrics	93.5	-5.5	+10.2	79.9	+3.5	+3.5	-1.6	36.4	+1.4	+1.6	43.7	(1)	-2.2
Carpets and rugs	76.9	-4.7	-5.5	69.8	(1)	(1)	+4.5	36.0	+5.9	+4.2	56.0	-3.3	+2.6
Cotton goods	91.4	-4.7	-7.5	78.5	-5.9	-5.9	-3.4	37.5	-6.6	+3.9	56.7	-4.4	+2.9
Cotton small wares	84.1	-1.1	-6.6	73.2	-8.8	-8.8	-2.8	37.2	-1.1	-4.4	44.8	-1.9	+4.4
Dyeing and finishing textiles	110.1	-1.0	+2.3	91.7	+4.6	+4.6	+4.5	38.6	+12.6	+16.3	63.7	-4.5	-7.7
Hats, fur-felt	83.9	+1.8	+5.5	86.7	+5.0	+5.0	-5.0	35.6	+5.4	-7.7	47.1	-1.7	-2.7
Knit goods	113.1	-7.3	-10.8	107.1	-10.6	-10.6	-8.3	33.8	-2.6	-9.9	42.9	-6.6	-3.3
Silk and rayon goods	65.2	+4.8	+3.8	51.3	-1.5	-1.5	-2.2	36.8	+4.0	+7.8	51.2	-1.8	-9.6
Woolen and worsted goods	97.4	-4.8	+1.1	77.2	+8.3	+8.3	-2.2	33.6	+4.0	+7.8	51.2	-1.8	-9.6
Wearing apparel	97.9	+4.8	+1.1	78.6	+8.3	+8.3	-2.2	33.6	+4.0	+7.8	51.2	-1.8	-9.6
Clothing, men's	95.0	+4.1	+3.5	76.8	+9.2	+9.2	+3.1	33.0	+3.9	+8.7	56.9	-4.4	-6.6

See footnotes at end of table.





Chemicals and allied products, and petroleum refining	1935	1934	1933	1932	1931	1930	1929	1928	1927	1926	1925	1924	1923	1922	1921	1920	1919	1918	1917	1916	1915	1914	1913	1912	1911	1910	1909	1908	1907	1906	1905	1904	1903	1902	1901	1900	1899	1898	1897	1896	1895	1894	1893	1892	1891	1890	1889	1888	1887	1886	1885	1884	1883	1882	1881	1880	1879	1878	1877	1876	1875	1874	1873	1872	1871	1870	1869	1868	1867	1866	1865	1864	1863	1862	1861	1860	1859	1858	1857	1856	1855	1854	1853	1852	1851	1850	1849	1848	1847	1846	1845	1844	1843	1842	1841	1840	1839	1838	1837	1836	1835	1834	1833	1832	1831	1830	1829	1828	1827	1826	1825	1824	1823	1822	1821	1820	1819	1818	1817	1816	1815	1814	1813	1812	1811	1810	1809	1808	1807	1806	1805	1804	1803	1802	1801	1800	1799	1798	1797	1796	1795	1794	1793	1792	1791	1790	1789	1788	1787	1786	1785	1784	1783	1782	1781	1780	1779	1778	1777	1776	1775	1774	1773	1772	1771	1770	1769	1768	1767	1766	1765	1764	1763	1762	1761	1760	1759	1758	1757	1756	1755	1754	1753	1752	1751	1750	1749	1748	1747	1746	1745	1744	1743	1742	1741	1740	1739	1738	1737	1736	1735	1734	1733	1732	1731	1730	1729	1728	1727	1726	1725	1724	1723	1722	1721	1720	1719	1718	1717	1716	1715	1714	1713	1712	1711	1710	1709	1708	1707	1706	1705	1704	1703	1702	1701	1700	1699	1698	1697	1696	1695	1694	1693	1692	1691	1690	1689	1688	1687	1686	1685	1684	1683	1682	1681	1680	1679	1678	1677	1676	1675	1674	1673	1672	1671	1670	1669	1668	1667	1666	1665	1664	1663	1662	1661	1660	1659	1658	1657	1656	1655	1654	1653	1652	1651	1650	1649	1648	1647	1646	1645	1644	1643	1642	1641	1640	1639	1638	1637	1636	1635	1634	1633	1632	1631	1630	1629	1628	1627	1626	1625	1624	1623	1622	1621	1620	1619	1618	1617	1616	1615	1614	1613	1612	1611	1610	1609	1608	1607	1606	1605	1604	1603	1602	1601	1600	1599	1598	1597	1596	1595	1594	1593	1592	1591	1590	1589	1588	1587	1586	1585	1584	1583	1582	1581	1580	1579	1578	1577	1576	1575	1574	1573	1572	1571	1570	1569	1568	1567	1566	1565	1564	1563	1562	1561	1560	1559	1558	1557	1556	1555	1554	1553	1552	1551	1550	1549	1548	1547	1546	1545	1544	1543	1542	1541	1540	1539	1538	1537	1536	1535	1534	1533	1532	1531	1530	1529	1528	1527	1526	1525	1524	1523	1522	1521	1520	1519	1518	1517	1516	1515	1514	1513	1512	1511	1510	1509	1508	1507	1506	1505	1504	1503	1502	1501	1500	1499	1498	1497	1496	1495	1494	1493	1492	1491	1490	1489	1488	1487	1486	1485	1484	1483	1482	1481	1480	1479	1478	1477	1476	1475	1474	1473	1472	1471	1470	1469	1468	1467	1466	1465	1464	1463	1462	1461	1460	1459	1458	1457	1456	1455	1454	1453	1452	1451	1450	1449	1448	1447	1446	1445	1444	1443	1442	1441	1440	1439	1438	1437	1436	1435	1434	1433	1432	1431	1430	1429	1428	1427	1426	1425	1424	1423	1422	1421	1420	1419	1418	1417	1416	1415	1414	1413	1412	1411	1410	1409	1408	1407	1406	1405	1404	1403	1402	1401	1400	1399	1398	1397	1396	1395	1394	1393	1392	1391	1390	1389	1388	1387	1386	1385	1384	1383	1382	1381	1380	1379	1378	1377	1376	1375	1374	1373	1372	1371	1370	1369	1368	1367	1366	1365	1364	1363	1362	1361	1360	1359	1358	1357	1356	1355	1354	1353	1352	1351	1350	1349	1348	1347	1346	1345	1344	1343	1342	1341	1340	1339	1338	1337	1336	1335	1334	1333	1332	1331	1330	1329	1328	1327	1326	1325	1324	1323	1322	1321	1320	1319	1318	1317	1316	1315	1314	1313	1312	1311	1310	1309	1308	1307	1306	1305	1304	1303	1302	1301	1300	1299	1298	1297	1296	1295	1294	1293	1292	1291	1290	1289	1288	1287	1286	1285	1284	1283	1282	1281	1280	1279	1278	1277	1276	1275	1274	1273	1272	1271	1270	1269	1268	1267	1266	1265	1264	1263	1262	1261	1260	1259	1258	1257	1256	1255	1254	1253	1252	1251	1250	1249	1248	1247	1246	1245	1244	1243	1242	1241	1240	1239	1238	1237	1236	1235	1234	1233	1232	1231	1230	1229	1228	1227	1226	1225	1224	1223	1222	1221	1220	1219	1218	1217	1216	1215	1214	1213	1212	1211	1210	1209	1208	1207	1206	1205	1204	1203	1202	1201	1200	1199	1198	1197	1196	1195	1194	1193	1192	1191	1190	1189	1188	1187	1186	1185	1184	1183	1182	1181	1180	1179	1178	1177	1176	1175	1174	1173	1172	1171	1170	1169	1168	1167	1166	1165	1164	1163	1162	1161	1160	1159	1158	1157	1156	1155	1154	1153	1152	1151	1150	1149	1148	1147	1146	1145	1144	1143	1142	1141	1140	1139	1138	1137	1136	1135	1134	1133	1132	1131	1130	1129	1128	1127	1126	1125	1124	1123	1122	1121	1120	1119	1118	1117	1116	1115	1114	1113	1112	1111	1110	1109	1108	1107	1106	1105	1104	1103	1102	1101	1100	1099	1098	1097	1096	1095	1094	1093	1092	1091	1090	1089	1088	1087	1086	1085	1084	1083	1082	1081	1080	1079	1078	1077	1076	1075	1074	1073	1072	1071	1070	1069	1068	1067	1066	1065	1064	1063	1062	1061	1060	1059	1058	1057	1056	1055	1054	1053	1052	1051	1050	1049	1048	1047	1046	1045	1044	1043	1042	1041	1040	1039	1038	1037	1036	1035	1034	1033	1032	1031	1030	1029	1028	1027	1026	1025	1024	1023	1022	1021	1020	1019	1018	1017	1016	1015	1014	1013	1012	1011	1010	1009	1008	1007	1006	1005	1004	1003	1002	1001	1000	999	998	997	996	995	994	993	992	991	990	989	988	987	986	985	984	983	982	981	980	979	978	977	976	975	974	973	972	971	970	969	968	967	966	965	964	963	962	961	960	959	958	957	956	955	954	953	952	951	950	949	948	947	946	945	944	943	942	941	940	939	938	937	936	935	934	933	932	931	930	929	928	927	926	925	924	923	922	921	920	919	918	917	916	915	914	913	912	911	910	909	908	907	906	905	904	903	902	901	900	899	898	897	896	895	894	893	892	891	890	889	888	887	886	885	884	883	882	881	880	879	878	877	876	875	874	873	872	871	870	869	868	867	866	865	864	863	862	861	860	859	858	857	856	855	854	853	852	851	850	849	848	847	846	845	844	843	842	841	840	839	838	837	836	835	834	833	832	831	830	829	828	827	826	825	824	823	822	821	820	819	818	817	816	815	814	813	812	811	810	809	808	807	806	805	804	803	802	801	800	799	798	797	796	795	794	793	792	791	790	789	788	787	786	785	784	783	782	781	780	779	778	777	776	775	774	773	772	771	770	769	768	767	766	765	764	763	762	761	760	759	758	757	756	755	754	753	752	751	750	749	748	747	746	745	744	743	742	741	740	739	738	737	736	735	734	733	732	731	730	729	728	727	726	725	724	723	722	721	720	719	718	717	716	715	714	713	712	711	710	709	708	707	706	705	704	703	702	701	700	699	698	697	696	695	694	693	692	691	690	689	688	687	686	685	684	683	682	681	680	679	678	677	676	675	674	673	672	671	670	669	668	667	666	665	664	663	662	661	660	659	658	657	656	655	654	653	652	651	650	649	648	647	646	645	644	643	642	641	640	639	638	637	636	635	634	633	632	631	630	629	628	627	626	625	624	623	622	621	620	619	618	617	616	615	614	613	612	611	610	609	608	607	606	605	604	603	602	601	600	599	598	597	596	595	594	593	592	591	590	589	588	587	586	585	584	583	582	581	580	579	578	577	576	575	574	573	572	571	570	569	568	567	566	565	564	563	562	561	560	559	558	557	556	555	554	553	552	551	550	549	548	547	546	545	544	543	542	541	540	539	538	537	536	535	534	533	532	531	530	529	528	527	526	525	524	523	522	521	520
---	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----

Indexes of Employment and Pay Rolls, January 1935 to February 1936

Indexes of employment and pay rolls for all manufacturing industries combined, for the durable and nondurable goods groups of manufacturing industries separately, and for 13 nonmanufacturing industries including two subgroups under retail trade by months, January 1935 to February 1936, inclusive, are given in table 2. The accompanying diagram indicates the trend of factory employment and pay rolls from January 1919 to February 1936.

The indexes of factory employment and pay rolls are computed from returns supplied by representative establishments in 90 manufacturing industries. The base used in computing these indexes is the 3-year average 1923-25 taken as 100. In February 1936 reports were received from 23,887 establishments employing 3,965,827 workers whose weekly earnings were \$84,979,338. The employment reports received from these establishments cover more than 55 percent of the total wage earners in all manufacturing industries of the country and more than 65 percent of the wage earners in the 90 industries included in the Bureau of Labor Statistics' monthly survey.

The indexes for nonmanufacturing industries are also computed from data supplied by reporting establishments, but the base is the 12-month average for 1929 as 100.

Table 2.—Indexes of Employment and Pay Rolls in all Manufacturing Industries Combined, in the Durable- and Nondurable-Goods Groups Under Manufacturing, and in Selected Nonmanufacturing Industries, January 1935 to February 1936 <sup>1</sup>

[3-year average 1923-25=100 for manufacturing; 12-month average 1929=100 for nonmanufacturing industries]

Month	Manufacturing											
	Total				Durable goods				Nondurable goods			
	Employment		Pay rolls		Employment		Pay rolls		Employment		Pay rolls	
	1935	1936	1935	1936	1935	1936	1935	1936	1935	1936	1935	1936
January.....	78.8	83.0	64.3	72.2	66.2	74.5	52.5	64.3	92.4	92.1	79.3	82.6
February.....	81.4	83.2	69.1	72.3	69.4	74.6	58.6	64.1	94.2	92.5	82.6	82.6
March.....	82.5	---	70.8	---	71.0	---	60.5	---	95.0	---	83.9	---
April.....	82.6	---	70.8	---	71.8	---	61.8	---	94.2	---	82.4	---
May.....	81.2	---	68.5	---	71.4	---	60.1	---	91.8	---	79.2	---
June.....	79.7	---	66.4	---	69.7	---	57.6	---	90.6	---	77.6	---
July.....	79.7	---	65.4	---	69.4	---	55.6	---	90.8	---	77.9	---
August.....	82.0	---	69.7	---	70.5	---	58.9	---	94.3	---	83.4	---
September.....	83.7	---	72.2	---	71.2	---	60.6	---	97.1	---	87.1	---
October.....	85.3	---	75.0	---	74.9	---	66.3	---	96.4	---	86.2	---
November.....	85.0	---	74.5	---	76.1	---	68.1	---	94.6	---	82.7	---
December.....	84.6	---	76.6	---	75.7	---	70.1	---	94.2	---	85.1	---
Average.....	82.2	---	70.3	---	71.4	---	60.9	---	93.8	---	82.3	---

<sup>1</sup> Comparable indexes for earlier years for all of these industries, except year-round hotels, will be found in the February 1935 and subsequent issues of the Monthly Labor Review. Comparable indexes for year-round hotels will be found in the September 1935 issue of the Monthly Labor Review.

Table 2.—Indexes of Employment and Pay Rolls in all Manufacturing Industries Combined, in the Durable- and Nondurable-Goods Groups Under Manufacturing, and in Selected Nonmanufacturing Industries, January 1935 to February 1936—Continued

Month	Anthracite mining				Bituminous-coal mining				Metalliferous mining				Quarrying and non-metallic mining			
	Employment		Pay rolls		Employment		Pay rolls		Employment		Pay rolls		Employment		Pay rolls	
	1935	1936	1935	1936	1935	1936	1935	1936	1935	1936	1935	1936	1935	1936	1935	1936
January.....	62.9	59.1	57.5	54.4	80.0	79.8	59.6	70.6	44.3	54.2	30.1	41.7	36.9	39.4	20.8	25.5
February.....	64.4	61.2	64.3	76.7	81.1	80.2	66.1	78.4	44.3	55.5	29.9	42.8	37.3	36.9	22.2	23.9
March.....	51.4	---	38.9	---	81.6	---	67.5	---	45.0	---	30.9	---	40.5	---	24.9	---
April.....	52.6	---	49.9	---	74.3	---	45.0	---	46.0	---	31.8	---	45.3	---	28.9	---
May.....	53.5	---	49.5	---	75.3	---	49.1	---	44.4	---	31.4	---	49.5	---	32.8	---
June.....	56.8	---	66.0	---	77.9	---	64.7	---	46.0	---	31.5	---	50.4	---	33.8	---
July.....	49.4	---	37.5	---	70.0	---	35.9	---	45.2	---	31.1	---	50.9	---	34.4	---
August.....	38.7	---	28.3	---	73.4	---	45.8	---	46.3	---	33.4	---	51.0	---	36.3	---
September.....	46.0	---	38.2	---	77.1	---	60.1	---	48.9	---	35.4	---	50.0	---	35.4	---
October.....	58.8	---	55.9	---	74.3	---	69.8	---	51.6	---	38.7	---	50.0	---	36.5	---
November.....	46.6	---	28.4	---	76.1	---	65.5	---	52.6	---	39.6	---	46.7	---	32.1	---
December.....	57.3	---	55.4	---	79.1	---	69.5	---	53.5	---	43.2	---	43.1	---	29.7	---
Average.....	53.2	---	47.5	---	76.7	---	58.2	---	47.3	---	33.9	---	46.0	---	30.6	---

Month	Crude-petroleum producing				Telephone and telegraph				Electric light and power, and manufactured gas				Electric-railroad and motor-bus operation and maintenance <sup>1</sup>			
	Employment		Pay rolls		Employment		Pay rolls		Employment		Pay rolls		Employment		Pay rolls	
	1935	1936	1935	1936	1935	1936	1935	1936	1935	1936	1935	1936	1935	1936	1935	1936
January.....	74.9	71.1	55.5	55.7	70.5	70.1	73.9	75.0	82.7	86.1	78.0	84.8	71.2	70.7	62.9	65.0
February.....	74.2	70.8	54.9	55.7	70.0	69.9	72.9	76.2	82.2	86.1	78.3	84.7	71.0	71.7	63.1	68.3
March.....	74.0	---	56.0	---	69.8	---	75.3	---	82.3	---	79.4	---	71.3	---	63.4	---
April.....	74.9	---	56.7	---	69.7	---	73.1	---	82.6	---	79.0	---	71.4	---	63.3	---
May.....	76.0	---	57.8	---	70.0	---	73.7	---	83.3	---	79.8	---	71.6	---	63.6	---
June.....	76.7	---	59.2	---	70.2	---	74.4	---	83.9	---	79.8	---	71.7	---	63.9	---
July.....	77.4	---	59.9	---	70.3	---	75.7	---	84.8	---	81.5	---	71.5	---	63.4	---
August.....	76.3	---	58.9	---	70.5	---	75.5	---	86.8	---	82.8	---	71.2	---	63.3	---
September.....	75.1	---	60.9	---	70.4	---	73.8	---	86.9	---	84.5	---	71.0	---	64.0	---
October.....	74.7	---	57.9	---	70.0	---	74.9	---	87.4	---	84.4	---	71.1	---	64.1	---
November.....	73.0	---	57.2	---	69.8	---	74.9	---	87.6	---	83.4	---	71.1	---	63.8	---
December.....	71.9	---	59.9	---	69.6	---	75.6	---	86.8	---	86.0	---	70.5	---	66.1	---
Average.....	74.9	---	57.9	---	70.1	---	74.5	---	84.8	---	81.4	---	71.2	---	63.7	---

<sup>1</sup> Not including electric-railroad car building and repairing; see transportation equipment and railroad repair-shop groups, manufacturing industries, table 1.



Table 2.—Indexes of Employment and Pay Rolls in all Manufacturing Industries Combined, in the Durable- and Nondurable-Goods Groups Under Manufacturing, and in Selected Nonmanufacturing Industries, January 1935 to February 1936—Continued

Month	Wholesale trade				Total retail trade				Retail trade—general merchandising				Retail trades—other than general merchandising			
	Employment		Pay rolls		Employment		Pay rolls		Employment		Pay rolls		Employment		Pay rolls	
	1935	1936	1935	1936	1935	1936	1935	1936	1935	1936	1935	1936	1935	1936	1935	1936
January.....	84.2	85.6	63.9	66.6	79.5	80.4	59.7	62.1	87.3	88.2	73.5	76.4	77.4	78.4	56.9	58.1
February.....	84.6	85.0	64.6	66.6	79.2	79.7	59.3	61.6	86.2	85.1	72.3	73.9	77.3	78.3	56.6	57.6
March.....	84.0	—	65.2	—	80.2	—	60.4	—	88.6	—	74.1	—	78.0	—	57.6	—
April.....	83.2	—	64.8	—	83.5	—	62.5	—	94.4	—	77.5	—	80.7	—	59.4	—
May.....	82.5	—	64.6	—	82.2	—	62.0	—	91.3	—	76.3	—	79.8	—	59.0	—
June.....	82.1	—	64.6	—	82.2	—	62.5	—	91.2	—	76.7	—	79.8	—	59.5	—
July.....	82.1	—	64.6	—	79.3	—	60.5	—	85.5	—	72.0	—	77.7	—	58.1	—
August.....	82.7	—	64.8	—	78.0	—	59.3	—	83.1	—	69.5	—	76.7	—	57.2	—
September.....	83.7	—	67.2	—	81.8	—	62.5	—	92.2	—	77.2	—	79.1	—	59.4	—
October.....	85.7	—	66.8	—	83.8	—	63.2	—	97.1	—	79.8	—	80.3	—	59.8	—
November.....	86.4	—	66.9	—	84.6	—	63.4	—	101.6	—	82.0	—	80.1	—	59.6	—
December.....	86.8	—	68.6	—	92.9	—	69.3	—	131.7	—	104.5	—	82.7	—	62.0	—
Average.....	84.0	—	65.5	—	82.3	—	62.1	—	94.2	—	78.0	—	79.1	—	58.8	—

Month	Year-round hotels				Laundries				Dyeing and cleaning			
	Employment		Pay rolls		Employment		Pay rolls		Employment		Pay rolls	
	1935	1936	1935	1936	1935	1936	1935	1936	1935	1936	1935	1936
January.....	80.3	81.9	62.2	64.9	79.6	81.5	63.9	68.3	70.3	71.5	50.4	51.1
February.....	81.1	82.8	63.5	66.5	79.6	81.2	64.1	67.8	69.6	70.3	49.8	49.8
March.....	80.8	—	63.9	—	79.7	—	64.6	—	72.5	—	53.5	—
April.....	81.1	—	63.6	—	80.0	—	65.5	—	79.9	—	61.9	—
May.....	81.6	—	63.7	—	81.1	—	66.6	—	80.9	—	61.7	—
June.....	81.3	—	63.5	—	82.3	—	68.2	—	83.6	—	65.7	—
July.....	80.3	—	62.1	—	84.4	—	70.9	—	81.7	—	61.5	—
August.....	80.7	—	62.0	—	84.2	—	69.2	—	79.4	—	58.2	—
September.....	81.1	—	63.1	—	83.0	—	67.9	—	82.1	—	63.1	—
October.....	81.6	—	64.3	—	81.9	—	67.1	—	80.4	—	61.1	—
November.....	81.5	—	64.8	—	81.3	—	66.7	—	76.3	—	55.4	—
December.....	80.8	—	64.2	—	81.1	—	67.5	—	73.4	—	52.9	—
Average.....	81.0	—	63.4	—	81.5	—	66.8	—	77.5	—	57.9	—

\* Revised.

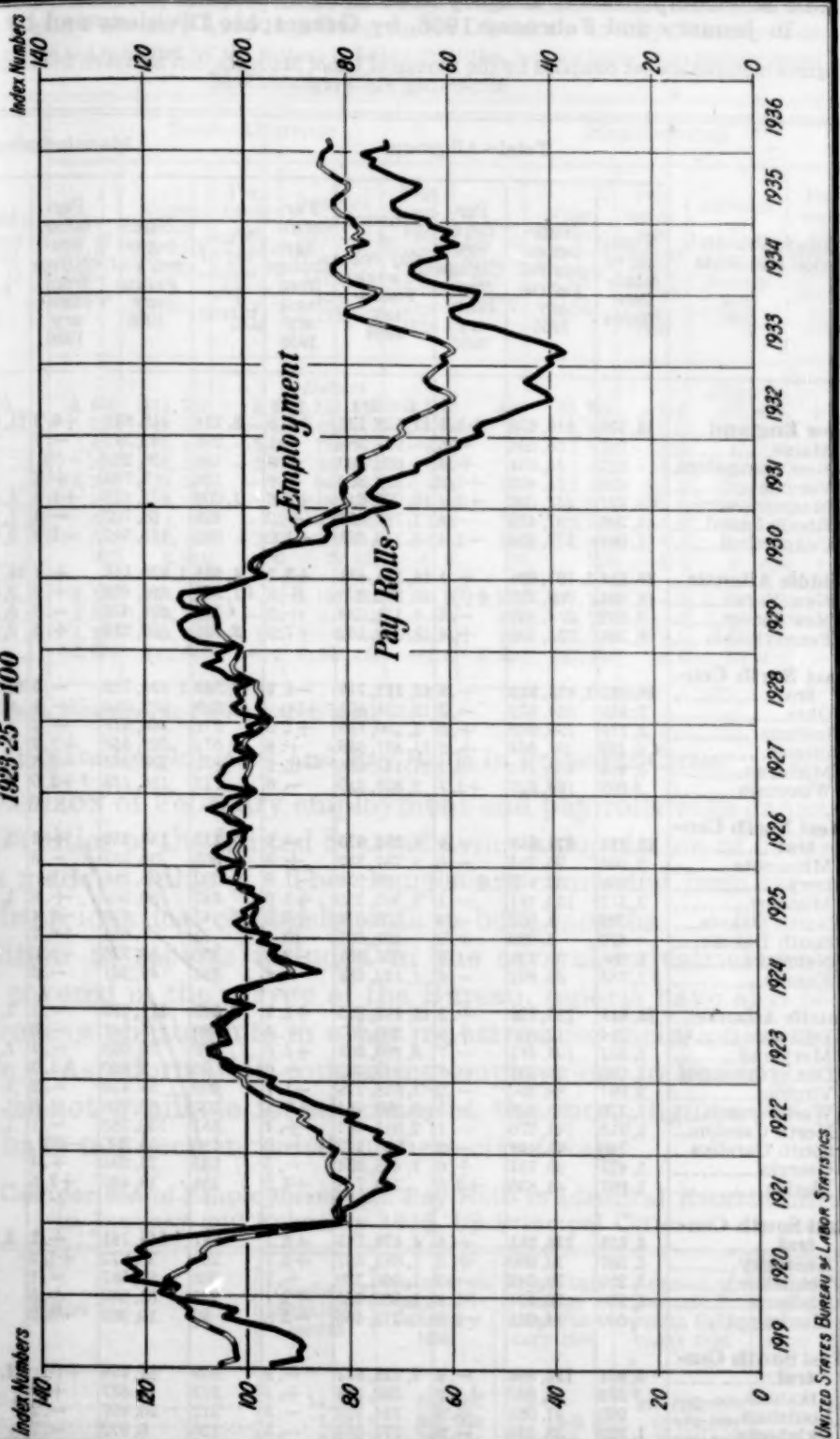
#### Trend of Private Employment, by States

TABLE 3 gives a comparison of employment and pay rolls by States and geographic divisions between January and February 1936 for all groups combined except building construction and class I railroads and for all manufacturing industries combined, based on data supplied by reporting establishments. The percentage changes shown, unless otherwise noted, are unweighted—that is, the industries included in the manufacturing group and in the grand total have not been weighted according to their relative importance.

# EMPLOYMENT & PAY ROLLS

## All Manufacturing Industries

### 1923-25=100



UNITED STATES BUREAU OF LABOR STATISTICS

Table 3.—Comparison of Employment and Pay Rolls in Identical Establishments in January and February 1936, by Geographic Divisions and by States

[Figures in italics are not compiled by the Bureau of Labor Statistics, but are taken from reports issued by cooperating State organizations]

Geographic division and State	Total—All groups					Manufacturing				
	Number of establishments	Number on pay roll February 1936	Percentage change from January 1936	Amount of pay roll (1 week) February 1936	Percentage change from January 1936	Number of establishments	Number on pay roll February 1936	Percentage change from January 1936	Amount of pay roll (1 week) February 1936	Percentage change from January 1936
				Dollars					Dollars	
<b>New England.....</b>	<b>13,506</b>	<b>816,676</b>	<b>+1.5</b>	<b>17,539,722</b>	<b>+1.8</b>	<b>3,224</b>	<b>549,812</b>	<b>+0.2</b>	<b>11,050,949</b>	<b>+0.2</b>
Maine.....	747	50,554	— .8	977,389	— .1	258	42,317	— .7	780,682	— .7
New Hampshire.....	617	34,831	+ .4	680,800	+ .4	184	28,230	— (1)	530,827	— (1)
Vermont.....	432	15,402	+1.2	318,854	— .5	126	9,793	+ .8	193,370	+ .8
Massachusetts.....	<sup>2</sup> 8,541	<i>455,068</i>	+3.4	<i>10,065,648</i>	+3.6	<i>1,606</i>	<i>255,453</i>	+1.4	<i>5,207,249</i>	+1.4
Rhode Island.....	1,206	87,459	— .4	1,783,456	+ .2	401	68,702	— .4	1,303,523	— .4
Connecticut.....	1,963	173,364	—1.4	3,713,581	—1.0	649	145,317	—1.3	3,064,389	—1.3
<b>Middle Atlantic.....</b>	<b>29,534</b>	<b>1,797,608</b>	<b>+1.1</b>	<b>44,554,431</b>	<b>+3.2</b>	<b>4,908</b>	<b>1,070,176</b>	<b>+1.1</b>	<b>24,328,754</b>	<b>+1.1</b>
New York.....	18,054	789,219	+ (1)	20,353,935	+ .3	<sup>3</sup> 1,929	<i>396,252</i>	+ .2	<i>9,826,735</i>	+ .2
New Jersey.....	3,292	254,893	— .3	6,121,034	+ .2	<sup>4</sup> 744	<i>223,672</i>	— .3	<i>5,120,274</i>	— .3
Pennsylvania.....	8,188	753,496	+ .4	18,079,462	+7.9	<i>2,235</i>	<i>450,252</i>	+ .2	<i>9,381,747</i>	+ .2
<b>East North Central.....</b>	<b>18,895</b>	<b>1,825,920</b>	<b>— .4</b>	<b>43,312,718</b>	<b>—4.2</b>	<b>8,805</b>	<b>1,404,729</b>	<b>— .3</b>	<b>32,878,275</b>	<b>— .3</b>
Ohio.....	7,818	504,852	— .3	12,024,801	+ (1)	2,239	362,084	— .1	8,506,231	— .1
Indiana.....	<sup>2</sup> 1,771	<i>199,639</i>	+ .3	<i>4,490,766</i>	+1.3	871	<i>166,677</i>	+ .4	<i>3,725,394</i>	+ .4
Illinois.....	<sup>4</sup> 4,469	<i>497,268</i>	+ .3	<i>11,851,655</i>	+ .6	<sup>2</sup> 0,74	<i>323,655</i>	+1.2	<i>7,513,654</i>	+1.2
Michigan.....	3,449	455,215	—2.1	11,141,666	—15.2	878	<i>416,285</i>	—2.3	<i>10,014,116</i>	—2.3
Wisconsin.....	<sup>6</sup> 998	<i>168,946</i>	+1.1	<i>3,803,940</i>	— .6	743	<i>136,128</i>	+2.0	<i>3,058,881</i>	+2.0
<b>West North Central.....</b>	<b>11,215</b>	<b>371,469</b>	<b>— .4</b>	<b>8,259,075</b>	<b>— .1</b>	<b>2,117</b>	<b>180,282</b>	<b>+ .2</b>	<b>3,848,912</b>	<b>+ .2</b>
Minnesota.....	2,066	75,234	— .6	1,737,212	+ .3	369	33,533	— .5	736,343	— .5
Iowa.....	1,668	52,627	+ (1)	1,128,359	—1.9	392	28,248	+ (1)	593,876	+ (1)
Missouri.....	3,117	153,161	— .1	3,392,255	+1.0	747	80,580	+ .8	1,659,309	+ .8
North Dakota.....	541	4,632	— .4	108,016	+2.6	43	613	—4.4	16,437	—4.4
South Dakota.....	470	5,090	+ .9	101,657	—10.4	35	1,651	+6.7	27,329	+6.7
Nebraska.....	1,568	30,121	—1.9	656,891	—2.0	150	10,376	—1.0	226,189	—1.0
Kansas.....	<sup>6</sup> 1,785	<i>50,604</i>	— .6	<i>1,134,685</i>	— .2	581	<i>25,281</i>	— .3	<i>689,489</i>	— .3
<b>South Atlantic.....</b>	<b>10,644</b>	<b>725,736</b>	<b>+ .2</b>	<b>13,483,225</b>	<b>+1.7</b>	<b>2,567</b>	<b>471,699</b>	<b>— .1</b>	<b>7,703,889</b>	<b>— .1</b>
Delaware.....	214	12,630	+ .8	285,007	— .4	80	8,641	— .3	187,458	— .3
Maryland.....	<i>1,554</i>	<i>106,876</i>	— .7	<i>2,298,265</i>	+1.5	<i>560</i>	<i>70,058</i>	+ .1	<i>1,428,851</i>	+ .1
Dist. of Columbia.....	1,046	38,352	— .8	949,282	— .6	35	2,840	+1.3	88,612	+1.3
Virginia.....	2,091	88,250	— .2	1,618,779	—1.7	406	58,453	— .2	1,019,048	— .2
West Virginia.....	1,170	133,328	+ .5	3,200,454	+7.5	227	50,938	— .8	1,122,864	— .8
North Carolina.....	1,315	141,270	— .1	2,011,464	+ .1	551	130,785	— .1	1,830,737	— .1
South Carolina.....	740	65,464	— .2	897,372	— .9	189	58,300	— (1)	764,691	— (1)
Georgia.....	1,427	95,731	+ .6	1,468,854	— .5	335	73,244	+ .4	997,499	+ .4
Florida.....	1,087	44,836	+3.6	753,748	+3.2	184	18,440	+7.5	264,120	+7.5
<b>East South Central.....</b>	<b>4,533</b>	<b>250,034</b>	<b>+ .4</b>	<b>4,470,785</b>	<b>+2.7</b>	<b>887</b>	<b>148,744</b>	<b>+ .2</b>	<b>2,384,415</b>	<b>+ .2</b>
Kentucky.....	1,507	79,050	+ .3	1,681,527	+5.7	258	30,872	+1.2	606,294	+1.2
Tennessee.....	1,289	79,542	— .3	1,300,239	+ .7	305	55,587	— .1	896,705	— .1
Alabama.....	1,228	76,491	+1.8	1,209,551	+2.1	225	51,983	+ .8	745,316	+ .8
Mississippi.....	509	14,951	—2.8	219,468	—3.8	99	10,302	—3.2	136,100	—3.2
<b>West South Central.....</b>	<b>3,971</b>	<b>156,886</b>	<b>— .6</b>	<b>3,228,972</b>	<b>— .5</b>	<b>856</b>	<b>81,158</b>	<b>+ (1)</b>	<b>1,591,840</b>	<b>+ (1)</b>
Arkansas.....	<sup>6</sup> 562	<i>22,020</i>	+1.2	<i>359,235</i>	+ .4	<i>212</i>	<i>14,867</i>	+ .2	<i>217,864</i>	+ .2
Louisiana.....	900	41,081	+ .5	744,319	— .3	212	20,997	— .2	328,966	— .2
Oklahoma.....	1,329	35,534	— .6	777,083	— .3	126	9,972	— .7	208,188	— .7
Texas.....	<i>1,180</i>	<i>68,251</i>	—2.0	<i>1,548,336</i>	— .9	<i>506</i>	<i>55,322</i>	+ .3	<i>836,822</i>	+ .3

<sup>1</sup> Less than 1/10 of 1 percent.<sup>2</sup> Includes banks and trust companies, construction, municipal, agricultural, and office employment, amusement and recreation, professional services, and trucking and handling.<sup>3</sup> Includes laundering and cleaning, and water, light, and power.<sup>4</sup> Includes laundries.<sup>5</sup> Includes automobile and miscellaneous services, restaurants, and building and contracting.<sup>6</sup> Includes construction, but does not include hotels, restaurants, and public works.<sup>7</sup> Weighted percentage change.<sup>8</sup> Includes financial institutions, construction, miscellaneous services, and restaurants.<sup>9</sup> Includes automobile dealers and garages, and sand, gravel, and building stone.



Table 3.—Comparison of Employment and Pay Rolls in Identical Establishments in January and February 1936, by Geographic Divisions and by States—Con.  
 Figures in italics are not compiled by the Bureau of Labor Statistics, but are taken from reports issued by cooperating State organizations]

Geographic division and State	Total—All groups					Manufacturing				
	Number of establishments	Number on pay roll February 1936	Percentage change from January 1936	Amount of pay roll (1 week) February 1936	Percentage change from January 1936	Number of establishments	Number on pay roll February 1936	Percentage change from January 1936	Amount of pay roll (1 week) February 1936	Percentage change from January 1936
				<i>Dollars</i>					<i>Dollars</i>	
Mountain.....	4,436	115,387	-1.3	2,819,513	+1.6	565	31,748	-1.4	726,096	+0.1
Montana.....	730	17,580	-1.5	462,779	-0.9	79	3,838	-8.3	89,967	-8.5
Idaho.....	467	8,391	-5.9	184,777	-4.3	56	2,102	-17.2	43,279	-12.7
Wyoming.....	313	8,325	-3.7	247,472	+5.6	44	1,492	-15.6	43,099	-10.5
Colorado.....	1,242	38,594	-0.6	941,597	+3.0	175	12,486	+3.1	294,687	+4.1
New Mexico.....	355	8,728	+1.4	183,751	+1.5	32	3,003	+3.6	62,038	+6.4
Arizona.....	504	14,063	-0.3	327,897	+2.0	42	2,585	+2.0	54,883	+2.0
Utah.....	597	16,742	-2.4	392,019	+1.7	108	5,463	+1.4	116,343	+3.8
Nevada.....	228	2,964	+0.4	79,221	+0.9	29	779	-1.0	21,800	+1.0
Pacific.....	6,198	368,221	-0.2	9,195,660	-0.8	1,979	201,546	-0.1	4,905,095	-1.1
Washington.....	2,867	83,188	-0.5	1,991,103	-0.4	482	44,775	-0.3	1,011,489	-1.7
Oregon.....	1,293	43,390	+1.2	1,006,418	+1.3	255	23,316	+2.6	496,093	+2.3
California.....	102,058	241,643	-0.4	6,201,139	-1.2	1,242	133,466	-0.6	3,397,516	-1.4

\* Includes banks, insurance, and office employment.

#### Private Employment and Pay Rolls in Principal Cities

A COMPARISON of February employment and pay rolls with January totals in 13 cities of the United States having a population of 500,000 or over is made in table 4. The changes are computed from reports received from identical establishments in both months.

In addition to reports included in the several industrial groups regularly covered in the survey of the Bureau, reports have also been secured from establishments in other industries for inclusion in these city totals. As information concerning employment in building construction is not available for all cities at this time, figures for this industry have not been included in these city totals.

Table 4.—Comparison of Employment and Pay Rolls in Identical Establishments in January and February 1936, by Principal Cities

Cities	Number of establishments	Number on pay roll February 1936	Percentage change from January 1936	Amount of pay roll (1 week) February 1936	Percentage change from January 1936
New York City.....	14,818	634,484	+( <sup>1</sup> )	\$16,838,972	+0.3
Chicago, Ill.....	3,981	362,918	-0.3	9,174,826	-0.2
Philadelphia, Pa.....	2,515	212,751	+0.1	5,121,316	+1.3
Detroit, Mich.....	1,479	330,321	-2.4	8,289,566	-8.9
Los Angeles, Calif.....	2,709	120,775	-0.7	3,035,907	-1.3
Cleveland, Ohio.....	1,787	128,032	-0.4	3,129,325	-1.2
St. Louis, Mo.....	1,595	117,244	+0.1	2,625,801	+1.3
Baltimore, Md.....	1,290	80,462	-( <sup>1</sup> )	1,781,052	+1.6
Boston, Mass.....	3,333	158,439	+0.6	3,818,894	+1.7
Pittsburgh, Pa.....	1,514	181,109	+0.7	4,393,789	+4.3
San Francisco, Calif.....	1,347	71,852	+0.1	1,889,840	+1.4
Buffalo, N. Y.....	988	68,715	+0.5	1,648,316	-0.3
Milwaukee, Wis.....	707	71,852	+0.2	1,677,801	+1.7

<sup>1</sup> Less than 1/10 of 1 percent.

## Public Employment

EMPLOYMENT created by the Federal Government includes employment in the regular agencies of the Government, employment on the various construction programs wholly or partially financed by Federal funds, and employment on relief-work projects.

Construction projects financed by the Public Works Administration are those projects authorized by Title II, National Industrial Recovery Act of June 16, 1933. This program of public works was extended to June 30, 1937, by the Emergency Relief Appropriation Act of 1935.

The Works Program was inaugurated by the President in a series of Executive orders by authority of Public Resolution No. 11 approved April 8, 1935. Employment created by this program includes employment on Federal projects and employment on projects operated by the Works Progress Administration. Federal projects are those conducted by Federal agencies which have received allotments from The Works Program fund. Projects operated by the Works Progress Administration are those projects conducted under the supervision of the W. P. A.

The emergency conservation program (Civilian Conservation Corps) created in April 1933 has been further extended under authority of the Emergency Relief Appropriation Act of 1935.

## Executive Service of the Federal Government

STATISTICS of employment in the executive branches of the Federal Government in February 1935, January 1936, and February 1936 are presented in table 5.

Table 5.—Employees in Executive Service of the United States Government, February 1935, January and February 1936  
[Subject to revision]

Item	District of Columbia <sup>1</sup>			Outside District of Columbia			Entire service <sup>1</sup>		
	Per- ma- nent	Tem- po- rary	Total	Per- ma- nent	Tem- po- rary <sup>2</sup>	Total	Per- ma- nent	Tem- po- rary <sup>2</sup>	Total
Number of employees:									
February 1935.....	89,703	7,548	97,251	510,397	87,372	597,769	600,100	94,920	695,020
January 1936 <sup>3</sup> .....	104,649	7,148	111,797	597,039	92,460	689,499	701,688	99,608	801,296
February 1936.....	105,539	7,159	112,698	593,837	93,827	687,664	699,376	100,986	800,362
Percentage change:									
February 1935 to February 1936.....	+17.65	-5.15	+15.88	+16.35	+7.39	+15.04	+16.54	+6.39	+15.16
January 1936 to February 1936.....	+1.33	+1.15	+1.81	-5.54	+1.48	-2.7	-3.3	+1.38	-1.2
Labor turn-over, February 1936:									
Additions <sup>4</sup> .....	1,982	1,075	3,057	8,447	17,135	25,582	10,429	18,210	28,639
Separations <sup>4</sup> .....	1,551	571	2,122	12,779	14,836	27,615	14,330	15,407	29,737
Turn-over rate per 100.....	1.48	7.98	1.89	1.42	15.93	3.71	1.49	15.36	3.58

<sup>1</sup> Includes employees of Columbia Institution for the Deaf and Howard University.

<sup>2</sup> Not including field employees of the Post Office Department or 11,326 employees hired under letters of authorization by the Department of Agriculture with a pay roll of \$313,361.

<sup>3</sup> Revised.

<sup>4</sup> Includes 164 employees by transfer previously reported as separations by transfer, not actual additions for February.

<sup>5</sup> Not including employees transferred within the Government service, as such transfers should not be regarded as labor turn-over.

The information concerning employment in the executive departments is collected by the Civil Service Commission from the different departments and offices of the United States Government. The figures are tabulated by the Bureau of Labor Statistics.

The monthly record of employment in the executive departments of the United States Government from January 1935 to February 1936, inclusive, is shown in table 6.

Table 6.—Employment in the Executive Departments of the United States Government, by Months, January 1935 to February 1936

[Subject to revision]

Month	District of Columbia	Outside District of Columbia	Total	Month	District of Columbia	Outside District of Columbia	Total
1935				1935			
January.....	96,081	592,140	688,221	September.....	109,195	678,229	787,424
February.....	97,251	597,769	695,020	October.....	110,583	687,115	797,698
March.....	99,133	600,484	699,617	November.....	111,196	690,202	801,398
April.....	101,429	609,027	710,456	December.....	112,088	704,135	816,223
May.....	103,019	609,573	712,592	1936			
June.....	103,977	614,259	718,236	January <sup>1</sup> .....	111,797	689,499	801,296
July <sup>1</sup> .....	104,747	631,134	735,881	February.....	112,698	687,664	800,362
August.....	107,037	663,086	770,123				

<sup>1</sup> Revised.

#### Construction Projects Financed by the Public Works Administration

DETAILS concerning employment, pay rolls, and man-hours worked during February <sup>1</sup> on construction projects financed by Public Works Administration funds are given in table 7, by type of project.

<sup>1</sup> Unless otherwise expressly stated, when February is referred to in this section, it may be accepted as meaning the month ending Feb. 15.



Table 7.—Employment and Pay Rolls on Construction Projects Financed from Public Works Administration Funds, Month Ending February 15, 1936

[Subject to revision]

Type of project	Wage earners		Monthly pay-roll disbursements	Number of man-hours worked during month	Average earnings per hour	Value of material orders placed during month
	Maximum number employed <sup>1</sup>	Weekly average				
Federal projects—Financed from N. I. R. A. funds						
All projects <sup>2</sup> .....	83, 147	77, 624	\$6, 860, 727	9, 835, 550	\$0 698	\$6, 737, 968
Building construction <sup>3</sup> .....	13, 112	10, 268	714, 586	1, 019, 779	. 701	1, 169, 678
Forestry.....	21	20	2, 266	1, 834	1. 236	5, 430
Naval vessels.....	26, 632	26, 123	3, 104, 595	3, 966, 228	. 783	2, 397, 295
Public roads <sup>4</sup> .....	(9)	18, 756	754, 687	1, 841, 200	. 410	940, 000
Reclamation.....	12, 398	12, 123	1, 330, 727	1, 795, 838	. 741	1, 051, 840
River, harbor, and flood control.....	9, 934	8, 259	812, 632	987, 207	. 823	1, 013, 336
Streets and roads.....	796	642	29, 833	61, 018	. 489	66, 602
Water and sewerage.....	59	41	2, 092	2, 581	. 811	24, 680
Miscellaneous.....	1, 439	1, 392	109, 309	159, 865	. 684	69, 087
Non-Federal projects—Financed from N. I. R. A. funds						
All projects.....	55, 837	43, 661	\$3, 525, 295	4, 010, 566	\$0. 879	\$7, 656, 139
Building construction.....	30, 838	24, 455	2, 071, 168	2, 173, 308	. 953	4, 322, 211
Railroad construction.....	1, 129	888	34, 686	54, 533	. 636	90, 577
Streets and roads.....	4, 323	3, 175	233, 358	304, 764	. 766	560, 236
Water and sewerage.....	17, 047	13, 246	1, 047, 274	1, 268, 830	. 825	1, 985, 883
Miscellaneous.....	2, 500	1, 897	138, 809	209, 131	. 664	697, 232
Non-Federal projects—Financed from E. R. A. A. 1935 funds <sup>6</sup>						
All projects.....	35, 354	27, 330	\$1, 578, 851	2, 194, 464	\$0. 719	\$8, 554, 657
Building construction.....	22, 458	17, 360	910, 214	1, 273, 844	. 715	5, 466, 584
Electrification.....	194	150	6, 978	10, 853	. 643	50, 839
Heavy engineering.....	318	246	23, 205	26, 550	. 874	47, 139
Reclamation.....	435	336	19, 584	28, 632	. 684	48, 528
Streets and roads.....	2, 415	1, 867	94, 422	153, 781	. 614	247, 845
Water and sewerage.....	9, 174	7, 092	512, 972	679, 354	. 755	2, 680, 110
Miscellaneous.....	360	279	11, 476	21, 450	. 535	13, 612

<sup>1</sup> Maximum number employed during any 1 week of the month by each contractor and Government agency doing force-account work.

<sup>2</sup> Includes a maximum of 4,494 and an average of 3,528 employees working on low-cost housing projects financed from E. R. A. A. funds, who were paid \$216,015 for 414,806 man-hours of labor. Material orders in the amount of \$57,060 were placed for these projects. These data are also included in separate tables covering projects financed by The Works Program.

<sup>3</sup> Includes weekly average for public roads.

<sup>4</sup> Estimated by the Bureau of Public Roads.

<sup>5</sup> Not available; average number included in total.

<sup>6</sup> These data are also included in a separate table covering projects financed by The Works Program.

Federal construction projects are financed by allotments made by the Public Works Administration to the various agencies and departments of the Federal Government from funds provided under the National Industrial Recovery Act. The major portion of the low-cost housing program now under way, however, is financed by funds provided under the Emergency Relief Appropriation Act of 1935. The work is performed either by commercial firms, which have been awarded contracts, or by day labor hired directly by the Federal agencies.

Non-Federal projects are financed by allotments made by the Public Works Administration from funds available under either the National Industrial Recovery Act or the Emergency Relief Appropriation Act of 1935. Most of the allotments have been made to the States and their political subdivisions, but occasionally allotments have been made to commercial firms. In financing projects for the States or their political subdivisions from funds appropriated under the National Industrial Recovery Act, the Public Works Administration makes a direct grant of not more than 30 percent of the total construction cost. When funds provided under the Emergency Relief Appropriation Act of 1935 are used to finance a non-Federal project, as much as 45 percent of the total cost may be furnished in the form a grant. The remaining 55 percent or more of the cost is financed by the recipient. When circumstances justify such action, the Public Works Administration may provide the grantee with the additional funds by means of a loan. Allotments to commercial enterprises are made only as loans. All loans made by the Public Works Administration carry interest charges and have a definite date of maturity. Collateral posted with the Public Works Administration to secure loans may be offered for sale to the public. In this way a revolving fund is provided which enlarges the scope of the activities of the Public Works Administration.

Commercial loans have been made, for the most part, to railroads. Railroad work financed by loans made by the Public Works Administration falls under three headings: First, construction work in the form of electrification, the laying of rails and ties, repairs to buildings, bridges, etc.; second, the building and repairing of locomotive and passenger and freight cars in shops operated by the railroads; and third, locomotive and passenger- and freight-car building in commercial shops.

Information concerning the first type of railroad work, i. e., construction, is shown in table 7, page 1412. Employment in car and locomotive shops owned by the railroads and in commercial car and locomotive shops is shown in a separate table. (See table 8, page 1414.)

Employment, pay rolls, and man-hours worked during February in railway-car and locomotive shops on projects financed by the Public Works Administration fund are shown in table 8.

Table 8.—Employment and Pay Rolls in Railway-Car and Locomotive Shops on Work Financed from Public Works Administration Funds, February 1936

[Subject to revision]

Geographic division	Wage earners		Monthly pay-roll disbursements	Number of man-hours worked during month	Average earnings per hour	Value of material orders placed during month
	Maximum number employed <sup>1</sup>	Semi-monthly average				
All divisions.....	2,426	(2)	\$255,606	364,191	\$0.702	(2)
Railroad shops						
All divisions.....	1,793	1,693	\$144,090	211,648	\$0.681	\$524,973
New England.....						1,048
Middle Atlantic.....	444	416	25,825	41,592	.621	6,061
East North Central.....	334	264	20,882	29,126	.717	158,468
East South Central.....	1,015	1,013	97,383	140,930	.691	359,402
Commercial shops						
All divisions.....	633	(2)	\$111,516	152,543	\$0.731	(2)
Middle Atlantic.....	50	(2)	5,809	8,629	.673	(2)
East North Central.....	571	(2)	105,048	142,521	.737	(2)
West South Central.....	12	(2)	659	1,393	.473	(2)

<sup>1</sup> Maximum number employed during either semimonthly period by each shop.<sup>2</sup> Data not available.

## Monthly Trend

A summary of employment, pay rolls, and man-hours worked on projects financed from Public Works Administration funds from July 1933 to February 1936 is given in table 9.

Table 9.

July 1933 to

July 1933 to

January ..

February ..

March ..

April ..

May ..

June ..

July ..

August ..

September ..

October ..

November ..

December ..

January ..

February ..

<sup>1</sup> Max

agency ..

<sup>2</sup> Incl

E. R. A

Program ..

<sup>3</sup> Incl

A

on p

tabl

<sup>1</sup> U

mean



Table 9.—Employment and Pay Rolls, July 1933 to February 1936, Inclusive, on Projects Financed from Public Works Administration Funds

[Subject to revision]

Year and month	Maximum number of wage earners <sup>1</sup>	Monthly pay-roll disbursements	Number of man-hours worked during month	Average earnings per hour	Value of material orders placed during month
July 1933 to February 1936, inclusive <sup>2</sup>	-----	\$622, 048, 456	992, 233, 435	\$0. 627	\$1, 148, 865, 206
July 1933 to December 1934, inclusive	-----	341, 252, 478	585, 280, 577	. 583	<sup>3</sup> 685, 504, 204
<b>1935</b>					
January	304, 723	18, 462, 677	27, 478, 022	. 672	<sup>3</sup> 30, 746, 857
February	272, 273	16, 896, 475	25, 144, 558	. 672	29, 264, 484
March	281, 461	17, 400, 798	26, 008, 063	. 669	27, 276, 566
April	333, 045	20, 939, 741	31, 387, 712	. 667	31, 645, 166
May	394, 875	24, 490, 087	36, 765, 164	. 667	<sup>3</sup> 36, 893, 840
June	414, 306	25, 386, 962	38, 800, 178	. 654	<sup>3</sup> 42, 017, 642
July	405, 332	24, 968, 785	37, 845, 047	. 660	41, 936, 424
August	394, 509	25, 292, 656	37, 133, 989	. 681	46, 954, 714
September <sup>2</sup>	344, 520	22, 772, 317	32, 478, 773	. 701	<sup>3</sup> 40, 988, 896
October <sup>2</sup>	308, 632	21, 692, 439	30, 358, 351	. 715	35, 042, 853
November <sup>2</sup>	271, 111	19, 512, 866	26, 317, 564	. 741	29, 046, 684
December <sup>2</sup>	231, 692	16, 360, 315	21, 637, 131	. 756	25, 507, 315
<b>1936</b>					
January <sup>2</sup>	197, 820	14, 399, 381	19, 195, 535	. 750	22, 565, 818
February <sup>2</sup>	176, 764	12, 220, 479	16, 404, 771	. 745	23, 473, 743

<sup>1</sup> Maximum number employed during any 1 week of the month by each contractor and Government agency doing force-account work. Includes weekly average for public-road projects.

<sup>2</sup> Includes wage earners employed on projects under the jurisdiction of P. W. A. which are financed from E. R. A. A. 1935 funds. These data are also included in tables covering projects financed by The Works Program.

<sup>3</sup> Includes orders placed by railroads for new equipment.

### The Works Program

A DETAILED record of employment, pay rolls, and man-hours worked on projects financed by The Works Program in February <sup>1</sup> is given in table 10, by type of project.

<sup>1</sup> Unless otherwise expressly stated, when February is referred to in this section it may be accepted as meaning the month ending February 15.

Table 10.—Employment and Pay Rolls on Projects Financed by The Works Progress Administration, February 1936

[Subject to revision]

Type of project	Wage earners		Monthly pay-roll disbursements	Number of man-hours worked during month	Average earnings per hour	Value of material orders placed during month
	Maximum number employed <sup>1</sup>	Weekly average				
Federal projects						
All projects.....	298,589 <sup>1</sup>	271,697	\$12,529,207	29,113,914	\$0.430	\$9,684,578
Building construction.....	30,758	28,420	1,460,850	2,939,688	.497	1,651,462
Electrification.....	577	527	25,935	56,590	.458	155,500
Forestry.....	15,405	14,551	771,385	1,879,694	.410	166,500
Grade-crossing elimination.....	8,513	6,909	376,870	657,560	.573	589,312
Heavy engineering.....	145	113	6,925	13,436	.515	6,767
Hydroelectric power plants.....	2,563	2,286	57,826	256,065	.226	143,828
Plant, crop, and livestock conservation.....	20,590	27,116	899,356	3,848,755	.234	128,351
Professional, technical, and clerical.....	32,157	32,134	1,669,007	2,960,362	.564	61,151
Public roads.....	39,593	30,416	1,482,394	3,262,112	.454	1,392,976
Reclamation.....	77,124	72,075	2,154,448	6,144,990	.351	1,633,497
River, harbor, and flood control.....	44,973	41,057	2,721,146	5,187,084	.525	3,236,620
Streets and roads.....	6,784	6,346	324,385	753,560	.430	233,714
Water and sewerage.....	1,078	1,026	51,294	113,695	.451	19,174
Miscellaneous.....	9,329	8,721	527,386	1,040,323	.507	265,711
P. W. A. projects financed from E. R. A. A. 1935 funds <sup>2</sup>						
All projects <sup>3</sup> .....	39,843	30,858	\$1,794,866	2,609,270	\$0.688	\$8,611,717
Building construction <sup>3</sup> .....	26,952	20,888	1,126,229	1,688,650	.667	5,523,644
Electrification.....	194	150	6,978	10,853	.643	50,839
Heavy engineering.....	318	246	23,205	26,550	.874	47,130
Reclamation.....	435	336	19,584	28,632	.684	48,528
Streets and roads.....	2,415	1,867	94,422	153,781	.614	247,845
Water and sewerage.....	9,174	7,092	512,972	679,354	.755	2,680,110
Miscellaneous.....	360	279	11,476	21,450	.535	13,612
Projects operated by Works Progress Administration						
All projects <sup>3</sup> .....	2,900,645 <sup>4</sup>		\$136,276,680	331,916,478	\$0.411	\$17,896,597
Conservation.....	171,321		7,450,193	18,409,925	.405	653,826
Highway, road, and street.....	1,154,049		48,612,741	132,459,384	.367	4,326,979
Housing <sup>5</sup> .....	4,925		319,702	523,741	.610	9,618
Professional, technical, and clerical.....	220,118		13,590,634	23,792,023	.571	489,873
Public building.....	190,393		11,041,312	20,971,679	.526	3,760,370
Publicly owned or operated utilities <sup>7</sup> .....	257,487		12,051,122	27,832,914	.433	3,222,344
Recreational facilities <sup>8</sup> .....	318,207		18,005,281	36,714,169	.490	3,167,678
Rural electrification and electric utilities.....	3,357		167,149	409,212	.408	122,317
Sanitation and health.....	113,820		4,415,611	12,883,632	.343	414,178
Sewing, canning, gardening, etc.....	335,146		13,298,386	39,709,343	.335	603,185
Transportation.....	49,376		2,429,981	5,060,240	.480	377,341
Not elsewhere classified.....	114,502		4,894,568	13,150,216	.372	748,886

<sup>1</sup> Maximum number employed during any 1 week of the month by each contractor and Government agency doing force account work.<sup>2</sup> These data are also included in separate tables covering projects under the jurisdiction of the Public Works Administration.<sup>3</sup> Data for a maximum of 2,669 and an average of 2,141 employees who were paid \$140,727 for 277,559 man-hours on demolition work at the site of low-cost housing projects are included both under P. W. A. projects financed from E. R. A. A. 1935 funds and under projects operated by Works Progress Administration.<sup>4</sup> This total differs from the sum of the individual items, since 32,056 employees worked on more than one type of project.<sup>5</sup> Represents number of workers on pay roll during month ending Feb. 15. During week ending Feb. 29 there were nearly 3,035,000 workers employed on projects operated by the Works Progress Administration.<sup>6</sup> Value of material orders placed during month ending Feb. 29, 1936.<sup>7</sup> Exclusive of electric utilities.<sup>8</sup> Exclusive of buildings.

## Monthly Trend

Employment, pay rolls, and man-hours worked on projects financed by The Works Program from the beginning of the program in July 1935 to February 1936 are given in table 11.

Table 11.—Employment and Pay Rolls, July 1935 to February 1936, Inclusive, on Projects Financed by The Works Program

[Subject to revision]

Month and year	Maximum number employed <sup>1</sup>	Monthly pay-roll disbursements	Number of man-hours worked during month	Average earnings per hour	Value of material orders placed during month
Federal projects					
July 1935 to February 1936, inclusive.....		\$53,786,491	120,985,343	\$0.445	\$50,790,142
1935					
July.....	5,131	276,839	607,318	.456	164,004
August.....	32,672	1,215,900	2,791,802	.436	1,684,347
September.....	76,524	3,754,773	7,815,795	.480	4,071,945
October.....	129,064	6,243,023	13,609,524	.457	9,723,568
November.....	168,234	8,391,581	18,870,799	.445	9,214,916
December.....	217,027	10,195,537	22,160,371	.460	7,258,162
1936					
January.....	248,929	11,179,541	25,955,820	.431	8,988,622
February.....	298,589	12,529,207	29,113,914	.430	9,684,578
P. W. A. projects financed from E. R. A. A. 1935 funds <sup>2</sup>					
September 1935 to February 1936, inclusive.....		\$3,584,784	5,226,710	\$0.686	\$14,269,589
1935					
September.....	317	10,575	17,493	.605	28,573
October.....	1,184	54,380	78,928	.689	159,568
November.....	3,422	149,545	223,363	.670	444,588
December.....	9,203	446,783	676,307	.661	1,392,765
1936					
January.....	23,740	1,128,635	1,621,349	.696	3,632,378
February.....	39,848	1,794,866	2,609,270	.688	8,611,717
Projects operated by Works Progress Administration					
August 1935 to February 1936, inclusive.....		\$434,242,195	1,010,260,745	\$0.430	\$83,799,672
1935					
August.....	73,153	1,199,936	2,581,988	.465	3,202,136
September.....	258,830	10,303,491	17,790,436	.579	2,089,324
October.....	516,581	23,357,955	50,739,568	.460	8,236,283
November.....	1,202,471	44,497,604	94,677,998	.470	14,836,346
December.....	2,335,610	91,552,345	201,799,051	.454	17,678,214
1936					
January.....	2,755,802	127,054,184	310,755,226	.409	10,860,772
February.....	2,900,645	136,276,680	331,916,478	.411	17,896,597

<sup>1</sup> Maximum number employed during any 1 week of the month by each contractor and Government agency doing force-account work.

<sup>2</sup> These data are also included in separate tables covering projects under the jurisdiction of the Public Works Administration.



## Emergency Conservation Work

DATA concerning employment and pay rolls in emergency conservation work in January and February 1936 are presented in table 12.

Table 12.—Employment and Pay Rolls in Emergency Conservation Work  
January and February 1936

Group	Number of employees		Amount of pay rolls	
	February	January	February	January
All groups.....	452, 165	<sup>1</sup> 476, 609	\$20, 448, 026	\$21, 387, 521
Enrolled personnel.....	398, 629	421, 454	12, 449, 190	13, 162, 011
Reserve officers.....	8, 533	8, 677	1, 781, 298	1, 814, 630
Educational advisers <sup>2</sup> .....	1, 989	2, 037	341, 970	344, 644
Supervisory and technical <sup>3</sup> .....	<sup>4</sup> 43, 014	<sup>5</sup> 44, 441	<sup>6</sup> 5, 875, 568	<sup>7</sup> 6, 066, 216

<sup>1</sup> Revised.

<sup>2</sup> Included in executive service table.

<sup>3</sup> Includes carpenters, electricians, and laborers.

<sup>4</sup> 41,480 employees and pay roll of \$5,743,757 included in executive service table.

<sup>5</sup> 42,359 employees and pay roll of \$5,867,790 included in executive service table.

The employment and pay-roll data for emergency conservation workers are collected by the Bureau of Labor Statistics from the War Department, the Department of Agriculture, the Department of Commerce, the Treasury Department, and the Department of the Interior. The monthly pay of the enrolled personnel is distributed as follows: 5 percent are paid \$45; 8 percent, \$36; and the remaining 87 percent, \$30. The enrolled men, in addition to their pay, are provided with board, clothing, and medical services.

Monthly statistics of employment and pay rolls on the emergency conservation program from January 1935 to February 1936, inclusive, are shown in table 13.

Table 13.—Monthly Totals of Employees and Pay Rolls in Emergency Conservation Work, January 1935 to February 1936

[Subject to revision]

Month	Number of employees	Monthly pay-roll disbursements	Month	Number of employees	Monthly pay-roll disbursements
<b>1935</b>			<b>1935—Continued</b>		
January.....	398, 629	\$16, 757, 883	September.....	534, 057	\$24, 404, 708
February.....	373, 850	16, 320, 803	October.....	550, 650	24, 830, 752
March.....	294, 955	14, 188, 097	November.....	543, 958	23, 957, 751
April.....	368, 537	16, 401, 114	December.....	506, 605	21, 905, 516
May.....	385, 192	17, 719, 018	<b>1936</b>		
June.....	427, 556	19, 766, 881	January.....	<sup>1</sup> 476, 609	<sup>1</sup> 21, 387, 521
July.....	480, 586	22, 070, 577	February.....	452, 165	20, 448, 026
August.....	590, 362	26, 235, 863			

<sup>1</sup> Revised.

## Construction Projects Financed by the Reconstruction Finance Corporation

DATA concerning employment, pay rolls, and man-hours worked on construction projects financed by the Reconstruction Finance Corporation in February are given in table 14, by type of project.

Table 14.—Employment and Pay Rolls on Projects Financed by the Reconstruction Finance Corporation, by Type of Project, February 1936

[Subject to revision]

Type of project	Number of wage earners	Monthly pay-roll disbursements	Number of man-hours worked during month	Average earnings per hour	Value of material orders placed
All projects.....	7,961	\$905,455	1,179,431	\$0.768	\$1,436,119
Bridges.....	1,460	191,253	172,678	1.108	403,972
Building construction <sup>1</sup> .....	261	16,662	21,652	.770	47,211
Reclamation.....	184	2,324	4,112	.565	1,313
Water and sewerage.....	4,688	559,197	777,504	.719	794,472
Miscellaneous.....	1,368	136,019	203,485	.668	189,151

<sup>1</sup> Includes 85 employees, pay roll of \$5,817; 6,201 man-hours worked; and material amounting to \$30,627 on projects financed by R. F. C. Mortgage Co.

A monthly summary of employment, pay rolls, and man-hours worked on construction projects financed by the Reconstruction Finance Corporation from January 1935 to February 1936, is shown in table 15.

Table 15.—Employment and Pay Rolls on Projects Financed by the Reconstruction Finance Corporation, January 1935 to February 1936

[Subject to revision]

Month	Number of wage earners	Monthly pay-roll disbursements	Number of man-hours worked during month	Average earnings per hour	Value of material orders placed during month
<b>1935</b>					
January.....	11,180	\$1,054,708	1,484,190	\$0.711	\$3,966,718
February.....	10,373	1,048,593	1,457,662	.719	5,028,547
March.....	9,586	890,333	1,253,493	.710	1,072,886
April.....	10,300	1,007,424	1,389,072	.725	2,517,175
May.....	10,506	1,100,977	1,522,959	.723	2,287,090
June.....	11,901	1,191,336	1,592,744	.748	3,998,576
July.....	9,581	1,001,653	1,349,064	.742	1,495,108
August.....	9,415	1,020,208	1,367,071	.746	965,174
September.....	9,301	957,846	1,271,475	.753	1,016,202
October.....	9,192	952,790	1,269,273	.751	1,228,928
November.....	9,793	1,001,408	1,344,234	.745	1,411,338
December.....	7,786	869,459	1,160,845	.749	1,383,293
<b>1936</b>					
January.....	7,560	850,271	1,093,350	.778	1,355,520
February.....	7,961	905,455	1,179,431	.768	1,436,119

### Construction Projects Financed from Regular Governmental Appropriations

WHENEVER a construction contract is awarded or force-account work is started by a department or agency of the Federal Government, the Bureau of Labor Statistics is immediately notified, on forms supplied by the Bureau, of the name and address of the contractor, the amount of the contract, and the type of work to be performed. Blanks are then mailed by the Bureau to the contractor or Government agency doing the work. These reports are returned to the Bureau and show the number of men on pay rolls, the amounts disbursed for pay, the number of man-hours worked on the project, and the value of the different types of materials for which orders were placed during the month.

The following tables present data concerning construction projects on which work has started since July 1, 1934. The Bureau does not have statistics covering projects which were under way previous to that date.

Data concerning employment, pay rolls, and man-hours worked on construction projects financed from regular governmental appropriations during February are presented in table 16, by type of project.

Table 16.—Employment on Construction Projects Financed from Regular Governmental Appropriations, by Type of Project, February 1936

[Subject to revision]

Type of project	Number of wage earners		Monthly pay-roll disbursements	Number of man-hours worked during month	Average earnings per hour	Value of material orders placed during month
	Maximum number employed <sup>1</sup>	Weekly average				
All projects.....	<sup>2</sup> 43,915	41,308	\$3,619,025	5,545,115	\$0.653	\$6,669,016
Building construction.....	7,293	5,830	435,789	663,085	.657	953,100
Electrification.....	33	28	1,558	2,651	.588	5,102
Naval vessels.....	14,401	13,890	1,666,090	1,994,144	.835	3,812,029
Public roads <sup>3</sup> .....	( <sup>4</sup> )	11,960	804,264	1,387,274	.580	1,001,751
Reclamation.....	79	73	3,156	4,414	.715	2,967
River, harbor, and flood control.....	7,218	6,914	582,204	1,224,640	.475	715,464
Streets and roads.....	2,119	1,896	83,383	208,700	.400	79,504
Water and sewerage.....	52	39	1,329	2,358	.564	12,596
Miscellaneous.....	760	678	41,252	57,849	.713	86,501

<sup>1</sup> Maximum number employed during any 1 week of the month by each contractor and Government agency doing force-account work.

<sup>2</sup> Includes weekly average for public roads.

<sup>3</sup> Estimated by the Bureau of Public Roads.

<sup>4</sup> Not available; average number included in total.

Employment, pay rolls, and man-hours worked on construction projects financed from regular governmental appropriations from January 1935 to February 1936 are shown, by months, in table 17.



Table 17.—Employment on Construction Projects Financed from Regular Governmental Appropriations, January 1935 to February 1936

[Subject to revision]

Month	Number of wage earners	Monthly pay-roll disbursements	Number of man-hours worked during month	Average earnings per hour	Value of material orders placed during month
<b>1935</b>					
January.....	12,784	\$669,199	1,062,118	\$0.630	\$3,163,946
February.....	13,106	704,190	1,102,864	.639	1,962,087
March.....	14,659	862,886	1,359,043	.635	2,709,912
April.....	22,270	1,389,583	2,210,893	.629	2,562,404
May.....	23,057	1,599,937	2,370,925	.675	2,704,333
June.....	26,191	1,904,454	2,842,470	.670	2,960,270
July.....	25,788	1,890,209	2,752,801	.687	3,079,618
August.....	36,491	2,694,822	4,137,008	.651	4,459,551
September.....	45,592	3,199,785	5,066,873	.632	5,801,445
October.....	59,091	4,193,129	6,716,798	.624	7,181,155
November.....	63,912	4,077,395	6,559,665	.622	6,690,405
December.....	56,780	3,707,963	5,980,118	.620	6,155,840
<b>1936</b>					
January.....	46,895	3,990,725	6,246,418	.639	5,584,611
February.....	43,915	3,619,025	5,545,115	.653	6,669,016

## State-Roads Projects

A MONTHLY record of employment and pay-roll disbursements in the construction and maintenance of State roads from January 1935 to February 1936 is given in table 18.

Table 18.—Employment on Construction and Maintenance of State Roads, January 1935 to February 1936<sup>1</sup>

[Subject to revision]

Month	Number of employees working on—			Total pay roll
	New roads	Mainte- nance	Total	
1935				
January.....	23, 537	120, 283	143, 820	\$4, 864, 899
February.....	17, 940	122, 209	140, 149	4, 575, 171
March.....	18, 391	108, 149	126, 540	4, 896, 325
April.....	24, 193	135, 484	159, 677	5, 501, 076
May.....	27, 924	135, 541	163, 465	6, 008, 348
June.....	30, 823	138, 253	169, 076	7, 079, 793
July.....	35, 826	148, 575	184, 401	8, 232, 589
August.....	40, 130	163, 960	204, 090	9, 063, 104
September.....	40, 431	156, 187	196, 618	8, 435, 225
October.....	40, 390	147, 324	187, 714	8, 150, 299
November.....	32, 487	139, 138	171, 625	7, 156, 025
December.....	27, 046	121, 600	148, 736	6, 139, 581
1936				
January.....	14, 358	105, 795	120, 153	7, 481, 502
February.....	10, 256	119, 777	130, 033	7, 572, 614

<sup>1</sup> Excluding employment furnished by projects financed from Public Works Administration funds.

## BUILDING OPERATIONS

### Summary of Building Construction Reports for March 1936

**M**EASURED by the value of permits issued, building-construction activity was greater in March than for any month since August 1931. The value of building construction for which permits were issued in March totaled \$126,815,000, an increase of 47.1 percent, compared with the permit valuation of \$86,208,000 reported in February. Sharp gains in the value of permits issued were registered for all classes of construction.

A pronounced increase was also shown in building-construction activity in March over the corresponding month of the previous year. Compared with March 1935, the value of construction permits issued in March 1936 increased 62.7 percent. All classes of construction showed substantial improvement but the most marked gain occurred in the value of permits issued for new residential buildings.

Data comparing February and March 1936 are based on reports received by the Bureau of Labor Statistics from 1,448 identical cities with a population of 2,500 or over.

#### Comparisons, March 1936 with February 1936

A SUMMARY of building construction in 1,448 identical cities, for February and March 1936, is given in table 1.

Table 1.—Summary of Building Construction in 1,448 Identical Cities, February and March 1936

Class of construction	Number of buildings			Estimated cost		
	March 1936	February 1936	Percent-age change	March 1936	February 1936	Percent-age change
All construction.....	47, 099	24, 723	+90. 5	\$126, 814, 602	\$86, 208, 359	+47. 1
New residential buildings.....	9, 131	5, 549	+64. 6	46, 346, 956	38, 943, 946	+19. 0
New nonresidential buildings.....	8, 162	3, 439	+137. 3	57, 492, 625	29, 909, 028	+92. 2
Additions, alterations, and repairs.....	29, 806	15, 735	+89. 4	22, 975, 021	17, 355, 385	+32. 4

The number of buildings for which permits were issued in March showed a 90.5 percent increase over February. The sharpest gain, 137.3 percent, occurred in the number of new nonresidential buildings, but substantial increases were indicated in the number of new residential buildings and in additions, alterations, and repairs to existing structures. Measured by the value of permits issued the estimated cost of new residential buildings in March showed a gain of \$7,403,000 over February; for new nonresidential buildings the increase was \$27,584,000; and for additions, alterations, and repairs to existing buildings the gain over the same period was \$5,620,000.

A summary of the estimated cost of housekeeping dwellings and the number of families provided for in dwellings for which permits were issued in February and March 1936 is given in table 2.

Table 2.—Estimated Cost of Housekeeping Dwellings and Number of families Provided For in 1,448 Identical Cities, February and March 1936

Kind of dwelling	Estimated cost of housekeeping dwellings			Number of families provided for in new dwellings		
	March 1936	February 1936	Percentage change	March 1936	February 1936	Percentage change
All types.....	\$45,853,630	\$38,295,391	+19.7	11,509	8,027	+43.4
1-family.....	37,993,265	29,459,532	+29.0	8,522	5,233	+62.9
2-family <sup>1</sup> .....	2,052,245	739,816	+177.4	738	308	+139.6
Multifamily <sup>2</sup> .....	5,808,120	8,096,043	-28.3	2,249	2,486	-9.5

<sup>1</sup> Includes 1- and 2-family dwellings with stores.

<sup>2</sup> Includes multifamily dwellings with stores.

In comparison with the previous month the estimated cost of housekeeping dwellings for which permits were issued in March increased 19.7 percent. Substantial increases in expenditures were indicated for one-family and two-family dwellings but a loss was shown for multifamily dwellings. The number of families provided for in all types of new dwellings showed a gain of 43.4 percent. The number of families provided for in one-family and two-family dwelling units registered a marked increase. A loss, however, occurred in March in the number of families provided for in multifamily dwelling units.

#### Comparisons, March 1936 With March 1935

A SUMMARY of building construction in 751 identical cities for March 1936 and March 1935 is given in table 3.



Table 3.—Summary of Building Construction in 751 Identical Cities, March 1935 and March 1936

Class of construction	Number of buildings			Estimated cost		
	March 1936	March 1935	Percent-age change	March 1936	March 1935	Percent-age change
All construction .....	42,965	35,035	+22.6	\$98,302,181	\$60,417,498	+62.7
New residential buildings.....	7,598	3,534	+115.0	37,915,983	20,191,844	+87.8
New nonresidential buildings .....	7,313	5,729	+27.6	38,426,878	22,314,414	+72.2
Additions, alterations, and repairs....	28,054	25,772	+8.9	21,959,320	17,911,240	+22.6

A gain of 22.6 percent was registered in the number of buildings for which permits were issued in March 1936 compared with March 1935. Compared with a year ago the number of new residential buildings for which permits were issued in March increased 115 percent, the number of new nonresidential buildings 27.6 percent, and the number of additions, alterations, and repairs to existing structures 8.9 percent. The estimated cost of new residential buildings in March 1936, measured by the value of permits issued, was \$17,724,000 greater than in March 1935; for new nonresidential buildings the increase was \$16,112,000; and for additions, alterations, and repairs to existing buildings the gain was \$4,048,000.

Table 4 presents, in summary form, the estimated cost of new housekeeping dwellings and the number of families provided for in such dwellings, for the months of March 1935 and March 1936.

Table 4.—Estimated Cost of Housekeeping Dwellings and Number of Families Provided for in 751 Identical Cities, March 1935 and March 1936

Kind of dwelling	Estimated cost of housekeeping dwellings			Number of families provided for in new dwellings		
	March 1936	March 1935	Percent-age change	March 1936	March 1935	Percent-age change
All types .....	\$37,789,283	\$19,801,644	+90.8	9,775	5,712	+71.1
1-family .....	30,565,838	12,363,727	+147.2	7,081	3,223	+119.7
2-family <sup>1</sup> .....	1,794,145	891,320	+101.3	640	327	+95.7
Multifamily <sup>2</sup> .....	5,429,300	6,546,597	-17.1	2,054	2,162	-5.0

<sup>1</sup> Includes 1- and 2-family dwellings with stores.

<sup>2</sup> Includes multifamily dwellings with stores.

An increase of 71.1 percent was registered in the number of families provided for in new dwellings in March 1936 compared with the same month in 1935. Measured by the value of permits issued, the estimated cost of housekeeping dwellings in March was \$37,789,000, an increase of 90.8 percent compared with the corresponding month of

1935. Increases in expenditures were registered for one-family and two-family dwellings, but a loss was indicated for multifamily dwellings.

### Important Building Projects

PERMITS were issued during March for the following important building projects: In New York City—in the Borough of the Bronx for apartment houses to cost \$880,000, in Brooklyn for apartment houses to cost over \$1,000,000, in the Borough of Manhattan for a hospital to cost \$1,200,000; in West Homestead, Pa., for a steel mill to cost \$15,000,000; in Chicago, Ill., for school buildings to cost \$660,000; in Hammond, Ind., for a school building to cost \$524,000; in Detroit, Mich., for factory buildings to cost \$250,000; in Wilmington, Del., for office buildings to cost \$1,250,000; in Washington, D. C., for apartment houses to cost nearly \$600,000; in Atlanta, Ga., for store and mercantile buildings to cost over \$500,000; in Houston, Tex., for institutional buildings to cost over \$1,800,000; in Pendleton, Oreg., for a school building to cost \$237,000; in Olympia, Wash., for an office building to cost \$800,000; and in Seattle, Wash., for a school building to cost \$980,000. Contracts were awarded by the Veterans' Administration for an infirmary building in Coatesville, Pa., to cost nearly \$550,000. The Public Works Administration awarded an additional contract for the housing project in Hightstown, N. J., to cost over \$1,000,000.

### Detailed Reports for February 1936

DETAILED figures on building construction, as compiled by the Bureau of Labor Statistics, for the month of February 1936 are presented in this article. The data are the same as published in the monthly pamphlet for February, except for certain minor revisions or corrections.

### Building Construction in Principal Cities

A VIGOROUS rise in home building in February was offset by declines in other branches of construction. Reports from the principal cities in the country indicate that the value of buildings for which permits were issued during the month totaled \$86,644,274, a decline of 1.4 percent in comparison with the January total of \$87,890,238. The decrease was due to a falling off of 11.7 percent in the value of permits issued for new nonresidential construction and a decrease of 11.8 percent in the permits issued for additions, alterations, and

repairs to existing structures. By contrast, the value of new residential permits issued in February advanced 15.0 percent above the January level.

Although falling somewhat short of January, the February rate of building construction activity was still far above the level of a year ago. The total value of buildings for which permits were issued in February showed an increase of 86.8 percent over the corresponding month of 1934. This gain was shared by all types of construction, but house building scored the greatest improvement. For new buildings of this type the value of permits issued in February was 189.5 percent greater than in the corresponding month of last year. Measured in the same way, new nonresidential construction increased 70.6 percent, and a gain of 26.7 percent was shown in additions, alterations, and repairs to existing structures.

Table 1.—Summary of Building Construction in 1,413 Identical Cities, January and February 1936

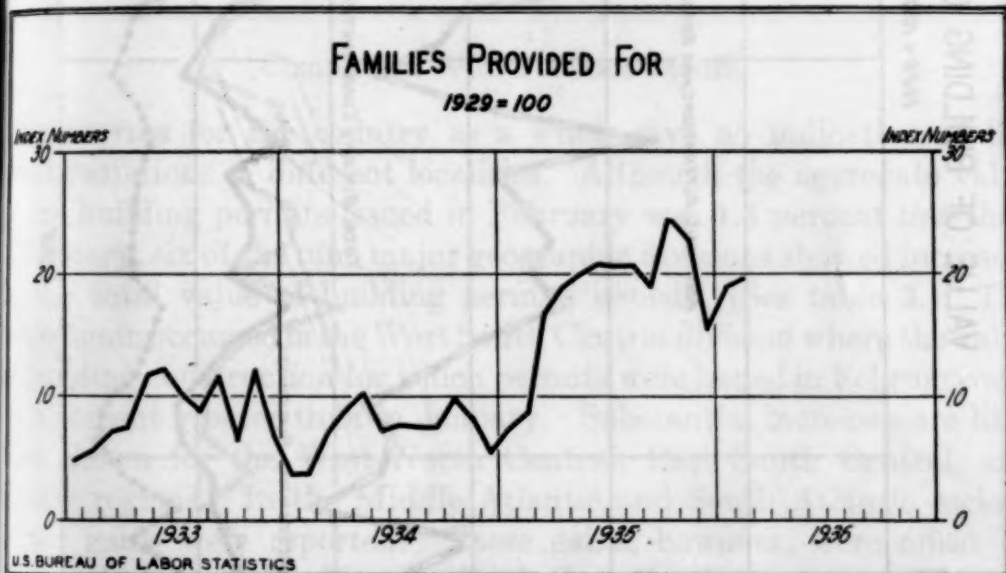
Class of construction	Number of buildings			Estimated cost		
	February 1936	January 1936	Percentage change	February 1936	January 1936	Percentage change
All construction.....	24,788	26,259	-5.6	\$86,644,274	\$87,890,238	-1.4
New residential buildings.....	5,635	4,749	+18.7	38,969,192	33,874,084	+15.0
New nonresidential buildings.....	3,315	4,386	-24.4	30,237,011	34,244,252	-11.7
Additions, alterations, and repairs....	15,838	17,124	-7.5	17,438,071	19,771,902	-11.8

Beginning with January 1936 the scope of the Bureau of Labor Statistics monthly surveys of building construction was broadened to include all cities with a population of 2,500 or over. Previously, only the cities with a population of 10,000 or over were covered. As a result of this expansion, statistics are now received from approximately 1,400 cities, as against about 800 cities under the former arrangement.



The method of collecting the statistics remains for the most part unchanged. Except for cities in Illinois, Massachusetts, New Jersey, New York, North Carolina, and Pennsylvania, where State agencies collect and forward reports to the Bureau, the statistics are compiled by local building officials on forms mailed by the Bureau. The cost figures shown in this report are estimates made by prospective builders in applying for permits to build. No land costs are included. Only building projects within the corporate limits of the cities covered by the Bureau are included. The figures, however, do include the value of contracts awarded for Federal and State buildings in the cities covered. In February 1936 the value of Federal and State buildings for which contracts were awarded in these cities amounted to \$20,563,000, in January 1936 to \$11,073,000, and in February 1935 to \$5,380,000.

Index numbers of indicated expenditures for each of the different types of building construction and of the number of family-dwelling units provided are given in table 2. The monthly trends for the major classes of building construction and for the number of family-dwelling units provided during the period January 1933 to February 1936 are shown graphically by the accompanying charts.



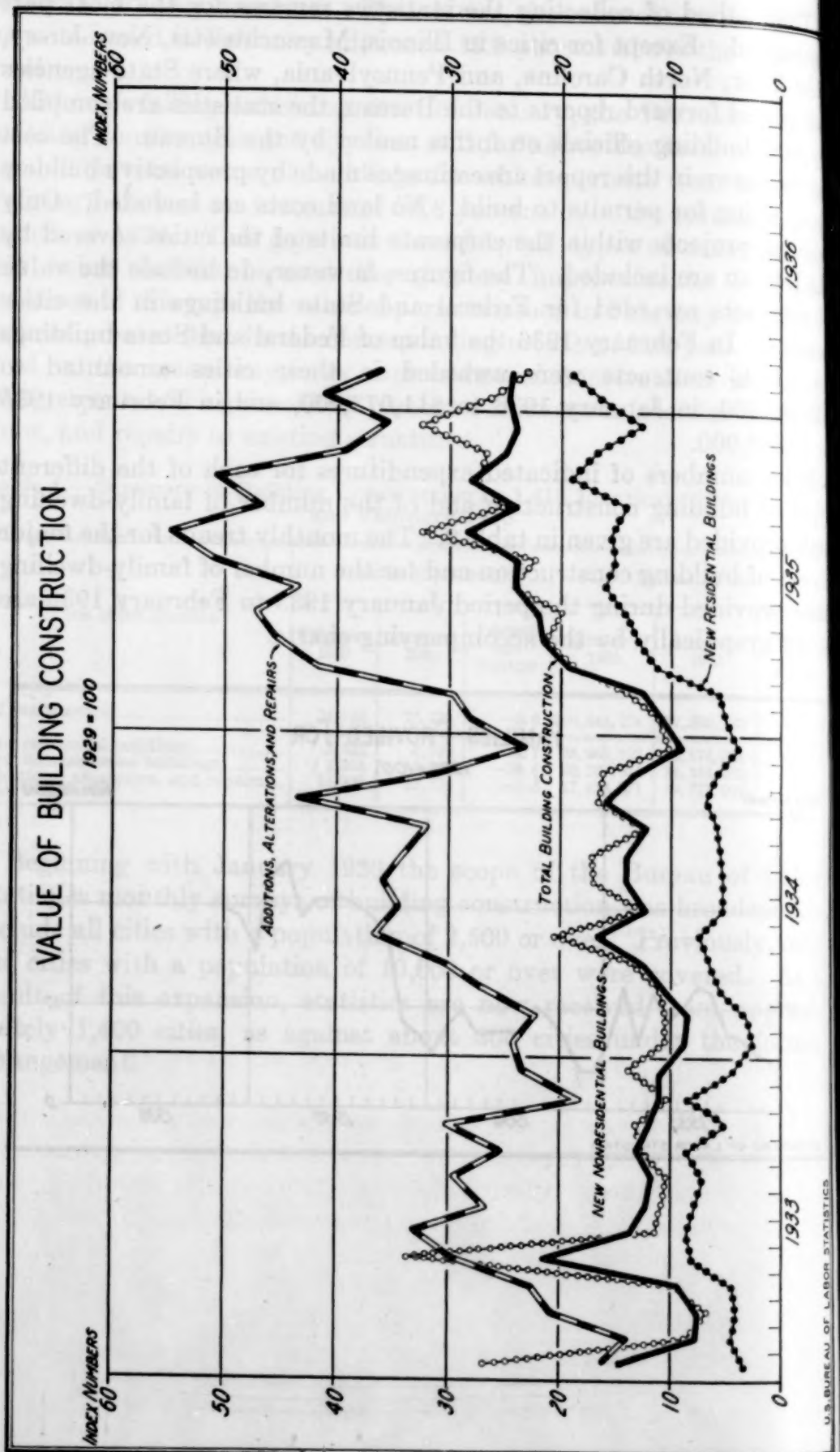


Table 2.—Index Numbers of Families Provided for and of Indicated Expenditures for Building Construction

[Monthly average, 1929=100]

Month	Families provided for	Indicated expenditures for—			
		New resi- dential buildings	New non- residential buildings	Additions, alterations, and repairs	Total construc- tion
1930					
January.....	34.2	29.4	64.3	55.1	46.1
February.....	43.0	34.7	51.8	57.5	44.1
1931					
January.....	39.1	30.8	43.4	55.5	38.9
February.....	40.3	30.3	43.8	48.6	37.9
1932					
January.....	14.4	10.2	25.0	25.8	18.2
February.....	13.0	9.1	16.5	26.7	14.3
1933					
January.....	4.9	3.4	26.8	16.2	14.7
February.....	5.6	4.6	8.9	14.2	7.9
1934					
January.....	3.7	2.8	10.5	24.2	8.9
February.....	3.8	3.2	10.3	22.2	8.7
1935					
January.....	7.3	5.1	11.1	27.9	10.9
February.....	8.5	5.6	13.9	29.7	12.4
1936					
January.....	19.0	16.6	26.2	41.0	24.9
February.....	19.6	19.1	23.1	36.2	24.5

## Comparison With Previous Month

STATISTICS for the country as a whole give no indication of the great variations in different localities. Although the aggregate value of the building permits issued in February was 1.4 percent less than in January, six of the nine major geographic divisions showed increases in the total value of building permits issued. (See table 3.) The largest gain occurred in the West South Central division where the value of building construction for which permits were issued in February was 36.3 percent greater than in January. Substantial increases are likewise shown for the West North Central, East South Central, and Pacific regions. In the Middle Atlantic and South Atlantic regions minor gains were reported. These gains, however, were offset by abrupt declines in the New England, East North Central, and Mountain divisions where severe winter weather was instrumental in restricting building operations.



Table 3.—Estimated Cost of Building Construction in 1,413 Identical Cities  
January and February 1936

Geographic division	New residential buildings (estimated cost)			New nonresidential buildings (estimated cost)		
	February 1936	January 1936	Percent- age change	February 1936	January 1936	Percent- age change
All divisions.....	\$38,969,192	\$33,874,084	+15.0	\$30,237,011	\$34,244,252	-11.7
New England.....	584,550	1,252,757	-53.3	1,012,049	2,447,797	-58.7
Middle Atlantic.....	12,735,965	8,808,551	+44.6	4,415,224	8,237,819	-46.3
East North Central.....	11,238,980	10,196,090	+10.2	2,091,201	6,542,268	-68.2
West North Central.....	586,057	911,396	-35.7	1,994,890	736,662	+170.2
South Atlantic.....	5,320,264	3,507,838	+51.7	4,653,970	5,490,836	-15.3
East South Central.....	290,729	334,835	-13.2	2,412,612	1,703,815	+41.0
West South Central.....	2,260,461	2,734,460	-17.3	6,950,496	3,725,769	+86.0
Mountain.....	541,009	386,878	+39.8	542,708	950,115	-42.8
Pacific.....	5,411,177	5,741,279	-5.7	6,163,861	4,409,171	+39.8

Geographic division	Additions, alterations, and re- pairs (estimated cost)			Total construction (estimated cost)			Num- ber of cities
	February 1936	January 1936	Percent- age change	February 1936	January 1936	Percent- age change	
All divisions.....	\$17,438,071	\$19,771,902	-11.8	\$86,644,274	\$87,890,238	-1.4	1,413
New England.....	1,779,251	1,796,827	-1.0	3,375,850	5,497,381	-38.6	133
Middle Atlantic.....	6,200,045	5,587,266	+11.0	23,351,234	22,633,636	+3.2	336
East North Central.....	2,481,237	4,893,213	-49.3	15,811,418	21,631,571	-26.9	336
West North Central.....	584,732	824,372	-29.1	3,165,679	2,472,430	+28.0	133
South Atlantic.....	1,679,803	2,649,240	-36.6	11,654,037	11,647,914	+0.1	162
East South Central.....	550,712	426,711	+29.1	3,254,053	2,465,361	+32.0	30
West South Central.....	803,239	887,600	-9.5	10,014,196	7,347,829	+36.3	91
Mountain.....	435,876	472,402	-7.7	1,519,593	1,809,395	-16.0	40
Pacific.....	2,923,176	2,234,271	+30.8	14,498,214	12,384,721	+17.1	149

Increases over the preceding month in the value of new residential buildings occurred in four of the nine geographic divisions. The largest gain—51.7 percent—is shown for the South Atlantic division. In the Middle Atlantic region, however, residential building increased 44.6 percent and a gain of 39.8 percent is shown for the Mountain region.

Living quarters will be provided for 8,063 families by the new housekeeping dwellings for which permits were issued during February. This is a gain of 3.4 percent compared with the previous month. The gain was entirely due to an increase in the number of one-family dwellings, as decreases were reported in the number of family-dwelling units provided in both two-family dwellings and apartment houses. (See table 4.)

Table 4.—Estimated Cost and Number of Family-Dwelling Units Provided in 1,413 Identical Cities, January and February 1936

Type of dwelling	Number of families provided for in new dwellings			Estimated cost		
	February 1936	January 1936	Percentage change	February 1936	January 1936	Percentage change
All types.....	8,063	7,801	+3.4	\$38,539,427	\$33,285,084	+15.8
1-family.....	5,315	4,380	+21.3	29,884,053	18,149,960	+64.7
2-family <sup>1</sup> .....	311	413	-24.7	737,681	1,100,631	-33.0
Multifamily <sup>2</sup> .....	2,437	3,008	-19.0	7,917,693	14,034,493	-43.6

<sup>1</sup> Includes 1- and 2-family dwellings with stores.<sup>2</sup> Includes multifamily dwellings with stores.

## Analysis by Size of Cities

A COMPARISON of the value of permits issued in February with those issued in January shows a wide variation in building activity in the cities of the various population groups. In cities having a population of 500,000 or over, for example, there was an increase of 18.4 percent and in cities having a population between 5,000 and 10,000 the increase amounted to over 85 percent. In contrast, the cities having a population of between 100,000 and 500,000 showed a decrease of 21.0 percent and those between 2,500 and 5,000 showed a decrease of more than 43 percent. The large increase in the cities in the population group between 5,000 and 10,000 was caused by a Resettlement Administration development in Bound Brook, N. J.

Two of the 7 groups showed increases in the value of new nonresidential buildings, the largest being in the cities having a population of 50,000 and under 100,000. Three of the seven population groups showed increases in additions, alterations, and repairs to existing structures.

The estimated cost of building construction in the 1,413 cities having a population of 2,500 or over is given, by population groups, for the months of January and February 1936, in table 5.

Table 5.—Estimated Cost of Building Construction, by Population Group, January and February 1936

Population group	Number of cities	Total construction			New residential buildings		
		February 1936	January 1936	Percentage change	February 1936	January 1936	Percentage change
Total, all groups.....	1,413	\$86,644,274	\$87,890,238	-1.4	\$38,969,192	\$33,874,084	+15
500,000 and over.....	14	33,525,623	28,321,446	+18.4	18,413,215	11,050,292	+66
100,000 and under 500,000.....	78	20,322,976	25,736,686	-21.0	5,030,458	11,802,338	-57
50,000 and under 100,000.....	93	7,624,061	7,104,447	+7.3	1,631,875	2,431,622	-32
25,000 and under 50,000.....	159	6,325,269	8,355,529	-24.3	1,891,211	2,135,990	-11
10,000 and under 25,000.....	430	6,074,789	8,397,338	-27.7	2,483,759	2,872,447	-13
5,000 and under 10,000.....	298	10,206,536	5,527,133	+85.7	8,533,028	2,040,436	+318
2,500 and under 5,000.....	341	2,505,020	4,447,659	-43.7	985,646	1,540,959	-36

Population group	New nonresidential buildings			Additions, alterations, and repairs		
	February 1936	January 1936	Percentage change	February 1936	January 1936	Percentage change
Total, all groups.....	\$30,237,011	\$34,244,252	-11.7	\$17,438,071	\$19,771,902	-11
500,000 and over.....	7,955,425	8,751,009	-9.1	7,156,983	8,520,145	-16
100,000 and under 500,000.....	11,666,560	9,658,602	+20.8	3,625,958	4,275,746	-15
50,000 and under 100,000.....	3,604,437	2,348,607	+53.5	2,387,749	2,324,218	+2
25,000 and under 50,000.....	2,591,620	4,444,208	-41.7	1,789,291	1,775,331	+1
10,000 and under 25,000.....	2,283,453	4,106,065	-44.4	1,307,577	1,418,826	-7
5,000 and under 10,000.....	1,024,366	2,784,075	-63.2	709,142	702,622	+1
2,500 and under 5,000.....	1,111,150	2,151,686	-48.4	461,371	755,014	-39

The number of family-dwelling units in the 1,413 cities having a population of 2,500 or over, by population groups, is given in table 6 by type of dwelling.

Table 6.—Number of Families Provided for by Different Types of Dwellings in 1,413 Identical Cities, January and February 1936, by Population Groups

Population group	Number of cities	Total number of families provided for		1-family dwellings		2-family dwellings <sup>1</sup>		Multifamily dwellings <sup>2</sup>	
		February 1936	January 1936	February 1936	January 1936	February 1936	January 1936	February 1936	January 1936
Total, all groups.....	1,413	8,063	7,801	5,315	4,380	311	413	2,437	3,008
500,000 and over.....	14	3,749	2,841	1,717	1,086	82	109	1,950	1,660
100,000 and under 500,000.....	78	1,396	2,233	960	1,018	101	96	335	1,110
50,000 and under 100,000.....	93	433	488	374	419	44	58	15	11
25,000 and under 50,000.....	159	409	518	439	376	13	38	47	104
10,000 and under 25,000.....	430	626	779	537	652	29	53	60	71
5,000 and under 10,000.....	298	1,077	554	1,039	474	22	33	16	40
2,500 and under 5,000.....	341	283	388	249	355	20	26	14	37

<sup>1</sup> Includes 1- and 2-family dwellings with stores.

<sup>2</sup> Includes multifamily dwellings with stores.



Compared with the previous month, increases in the number of family-dwelling units provided were shown in two of the seven population groups. All groups except the cities having a population of 100,000 provided for more families in one-family dwellings than in either apartment houses or two-family dwellings. The cities having a population between 100,000 and 500,000 erected more two-family dwellings than any of the other groups.

### Comparison With Year Ago

STATISTICS for February indicate large increases in virtually all types of construction in nearly all sections of the country (table 7). As previously noted, the total value of the buildings for which permits were issued in February was 86.8 percent greater than in the same month of last year. This increase was shared by all major geographic divisions except New England. New residential construction in February was 189.5 percent higher than a year ago, with all regions except the West North Central sharing in the improvement.

Table 7.—Estimated Cost of Building Construction in 776 Identical Cities, February 1935 and February 1936

Geographic division	New residential buildings (estimated cost)			New nonresidential buildings (estimated cost)		
	February 1936	February 1935	Percentage change	February 1936	February 1935	Percentage change
All divisions.....	\$29,368,218	\$10,144,357	+189.5	\$28,234,055	\$16,551,734	+70.6
New England.....	559,300	290,670	+92.4	927,224	3,054,032	-69.6
Middle Atlantic.....	5,184,015	3,807,922	+36.1	4,411,064	2,703,357	+63.2
East North Central.....	10,907,980	973,545	+1,020.4	1,962,471	1,405,931	+39.6
West North Central.....	526,857	618,798	-14.9	1,483,465	359,065	+313.1
South Atlantic.....	4,748,394	1,474,527	+222.0	4,193,075	2,769,778	+51.4
East South Central.....	250,029	141,912	+76.2	2,357,922	265,462	+788.2
West South Central.....	1,885,021	839,762	+124.5	6,678,602	1,338,666	+398.9
Mountain.....	478,599	296,550	+61.4	493,758	102,848	+380.1
Pacific.....	4,828,053	1,700,671	+183.9	5,726,474	4,552,595	+25.8

Geographic division	Additions, alterations, and repairs (estimated cost)			Total construction (estimated cost)			Num- ber of cities
	February 1936	February 1935	Percent- age change	February 1936	February 1935	Percent- age change	
All divisions.....	\$16,333,195	\$12,888,578	+26.7	\$73,935,468	\$39,584,669	+86.8	776
New England.....	1,577,536	1,390,527	+13.4	3,064,060	4,735,229	-35.3	109
Middle Atlantic.....	6,097,460	4,151,560	+46.9	15,692,539	10,662,839	+47.2	181
East North Central.....	2,337,619	1,807,053	+29.4	15,208,070	4,186,529	+263.3	180
West North Central.....	556,357	632,741	-12.1	2,566,679	1,610,604	+59.4	69
South Atlantic.....	1,539,983	1,642,411	-6.2	10,481,422	5,886,716	+78.1	80
East South Central.....	535,469	405,108	+32.2	3,143,420	812,482	+286.9	24
West South Central.....	744,432	561,923	+32.5	9,308,055	2,740,351	+239.7	50
Mountain.....	392,968	463,325	-15.2	1,365,325	862,723	+58.3	21
Pacific.....	2,551,371	1,833,930	+39.1	13,105,898	8,087,196	+62.1	62

The gain in new nonresidential buildings amounted to over percent, all geographic divisions, except the New England, showing decided increases. Six of the nine divisions showed pick-ups in the value of additions, alterations, and repairs to existing structures.

Table 8 compares the value of family-dwelling units and the estimated cost of the various types of housekeeping dwellings for which permits were issued in February 1936 with February 1935.

Table 8.—Estimated Cost and Number of Family-Dwelling Units Provided  
776 Identical Cities, February 1935 and February 1936

Type of dwelling	Number of families provided for in new dwellings			Estimated cost		
	February 1936	February 1935	Percentage change	February 1936	February 1935	Percentage change
All types.....	6,691	2,977	+124.8	\$28,964,253	\$9,802,647	+195.2
1-family.....	4,015	1,802	+122.8	20,451,408	6,348,101	+220.6
2-family <sup>1</sup> .....	269	203	+32.5	663,102	552,394	+20.0
Multifamily <sup>2</sup> .....	2,407	972	+147.6	7,849,743	2,902,152	+170.4

<sup>1</sup> Includes 1- and 2-family dwellings with stores.

<sup>2</sup> Includes multifamily dwellings with stores.

Conspicuous gains were registered in the number of family-dwelling units provided in new buildings and in the indicated expenditures for each type of dwelling. The largest increase in the number of family-dwelling units occurred in those provided in apartment houses although the largest gain in permit valuations is shown in expenditures for one-family dwellings.

### Construction from Public Funds

THERE was a decrease in the value of contracts awarded and force-account work started on Federal construction comparing February with January. The largest decreases occurred in the value of awards for building construction, road building, and professional, technical, and clerical projects. The value of awards for naval vessels showed a pronounced gain as work got under way in navy yards on the 1935 naval-construction program.

Information concerning the value of contracts awarded and force-account work approved during January and February 1936 for projects financed from the Public Works Administration fund, from the Works Program fund, and from regular governmental appropriations are shown in table 9, by type of construction.

Table 9.—Value of Contracts Awarded and Force-Account Work Started on Projects Financed From Federal Funds <sup>1</sup>

Type of project	Total		The Works Program <sup>2</sup>		Regular govern- mental appropria- tions	
	February 1936	January 1936	February 1936	January 1936	February 1936	January 1936
	Dollars	Dollars	Dollars	Dollars	Dollars	Dollars
All types.....	\$ 132, 182, 641	\$ 141, 918, 008	\$ 32, 410, 592	\$ 42, 658, 529	\$ 49, 206, 748	\$ 20, 455, 594
Building.....	\$ 42, 825, 525	\$ 63, 379, 875	7, 716, 253	\$ 7, 762, 665	2, 707, 192	3, 820, 098
Electrification.....	1, 219, 299	\$ 1, 537, 222	927, 700	1, 005, 500	0	40, 974
Forestry.....	0	8, 832	0	0	0	0
Heavy engineering.....	2, 000	2, 540, 294	0	0	0	0
Naval vessels.....	39, 058, 281	968, 320	0	0	39, 058, 281	968, 320
Professional, technical, and cler- ical projects.....	734, 106	5, 000, 554	734, 106	5, 000, 554	0	0
Public roads:						
Grade-crossing elimination.....	6, 638, 637	\$ 9, 068, 977	6, 638, 637	\$ 9, 061, 510	0	0
Roads.....	21, 791, 749	\$ 26, 783, 499	14, 488, 595	\$ 15, 555, 112	6, 504, 982	10, 481, 489
Railroad construction and repair.....	265, 876	0	0	0	0	0
Reclamation.....	451, 716	4, 345, 207	168, 975	3, 929, 882	144, 900	142, 400
River, harbor, and flood control.....	2, 912, 979	4, 548, 255	1, 136, 000	151, 606	615, 620	4, 396, 649
Streets and roads <sup>4</sup> .....	3, 130, 076	\$ 4, 978, 547	467, 500	128, 000	24, 702	260, 437
Water and sewerage systems.....	12, 112, 499	\$ 13, 847, 120	129, 676	0	1, 850	71, 475
Miscellaneous.....	1, 039, 898	\$ 4, 911, 306	3, 150	\$ 63, 700	149, 221	273, 752

## Public Works Administration

Type of project	Federal		Non-Federal			
			N. I. R. A.		E. R. A. A. 1935 <sup>7</sup>	
	February 1936	January 1936	February 1936	January 1936	February 1936	January 1936
All types.....	Dollars 1, 750, 192	Dollars 2, 232, 323	Dollars 14, 189, 639	Dollars 13, 238, 682	Dollars \$34, 625, 470	Dollars \$63, 332, 880
Building.....	585, 949	515, 971	9, 542, 948	7, 549, 962	\$22, 273, 183	\$43, 731, 179
Electrification.....	0	8, 832	0	0	291, 599	\$ 490, 748
Forestry.....	0	0	0	0	0	0
Heavy engineering.....	0	0	0	0	2, 000	2, 540, 294
Public roads:						
Grade-crossing elimination.....	0	0	0	0	0	7, 467
Roads.....	798, 172	746, 898	0	0	0	0
Railroad construction and repair.....	83, 408	43, 966	265, 876	0	54, 433	228, 959
Reclamation.....	48, 281	0	0	0	1, 113, 078	0
River, harbor, and flood control.....	201, 804	352, 498	564, 715	913, 358	1, 871, 355	\$ 3, 324, 254
Streets and roads <sup>4</sup> .....	16, 550	205, 041	3, 331, 828	3, 631, 599	8, 632, 595	\$ 9, 939, 005
Water and sewerage systems.....	16, 028	359, 117	484, 272	1, 143, 763	387, 227	\$ 3, 070, 974
Miscellaneous.....	0	0	0	0	0	0

<sup>1</sup> Preliminary, subject to revision.<sup>2</sup> Does not include data for that part of The Works Program operated by the Works Progress Administration.<sup>3</sup> Includes \$574,880 low-cost housing projects (housing division, P. W. A.).<sup>4</sup> Includes \$4,226,194 low-cost housing projects (housing division, P. W. A.).<sup>5</sup> Revised.<sup>6</sup> Other than those reported by the Bureau of Public Roads.<sup>7</sup> Not included in The Works Program.



Among the more important construction projects to be financed from Federal funds for which contracts were awarded during February were: Additional contracts on the Triborough Bridge in New York City to cost nearly \$2,800,000; for a sewage-treatment plant at Corpus Christi, Tex., to cost over \$500,000; for the Alamogordo Dam, near Fort Sumner, N. Mex., to cost over \$1,000,000; for dredging main ship channel in Boston Harbor, Mass., to cost \$845,000; for Missouri River harbor and flood-control projects to cost over \$2,600,000; for a sewage-treatment plant at Wards Island, N. Y., to cost over \$1,200,000; and for intercepting sewers in the Borough of Manhattan, New York City, to cost over \$900,000.

The value of public-building and highway-construction awards financed wholly by appropriations from State funds, as reported by the various State governments, for February 1935 and January and February 1936, is given, by geographic divisions, in table 10.

**Table 10.—Value of Public-Building and Highway-Construction Awards Financed Wholly by State Funds**

Geographic division	Value of awards for public buildings			Value of awards for highway construction		
	February 1936	January 1936	February 1935	February 1936	January 1936	February 1935
All divisions.....	\$1,685,899	\$947,208	\$232,171	\$3,308,375	\$6,193,888	\$2,141,600
New England.....	1,435	9,633	35,743	46,824	17,517	
Middle Atlantic.....	755,128	358,944	106,962	561,926	1,679,882	331,490
East North Central.....	65,546	11,127	74,313	102,932	967,837	306,210
West North Central.....	16,277	21,716	2,795	178,561	559	334,820
South Atlantic.....	2,513	82,340	7,358	94,198	518,023	141,980
East South Central.....	11,000	5,000	0	0	0	30,530
West South Central.....	54,000	72,968	0	929,223	2,148,781	503,330
Mountain.....	30,000	322,518	5,000	0	0	
Pacific.....	750,000	62,962	0	1,394,711	861,289	442,890

The value of awards for State building projects in February 1936 was nearly twice as great as during the preceding month and more than seven times as much as during February 1935. In contrast the value of awards for highway construction, while 50 percent greater than February 1935, was much less than during January 1936.

## RETAIL PRICES

### Food Prices in March 1936

THE retail cost of food declined 2.8 percent during the month of March, largely as a result of the sharp drop in the price of eggs and butter. The composite index fell from 81.3 percent of the 1923-25 average on February 25 to 79.0 percent on March 24.

The group index for cereals and bakery products declined 0.6 percent during March. Lower prices were reported for all items in the group except cake and soda crackers which rose 2.2 and 0.7 percent, respectively. The price decreases ranged from 0.1 percent for corn flakes to 1.0 percent for hominy grits and 1.2 percent for macaroni. Wheat flour, corn meal, and rye bread each declined 0.5 percent. The 0.8 percent drop in white-bread prices reflected price reductions in 17 cities and advances in 4 cities. The 5.2-percent decline in the group index for the West South Central area was due in large measure to the "bread war" in Dallas which caused all bread prices in the city to be lowered about 3 cents per pound.

Meat costs declined 1.8 percent, with lower prices reported for 18 of the 21 items in the group. The more important price reductions were 6.0 percent for veal cutlets, 4.8 percent for breast of lamb, 3.4 percent for plate beef, 3.1 percent for salt pork, 2.4 percent for sliced bacon, and 2.1 percent for chuck roast. In general, the decreases were smaller in the southern cities and greater in cities in the northern and Pacific areas. Leg of lamb, which rose 3.3 percent, made the only significant price advance.

The cost of dairy products declined 4.1 percent, due almost entirely to a drop of 11.3 percent in the price of butter. Decreases in butter prices, ranging from 2.3 percent in Indianapolis to 15.8 percent in Peoria, were reported by all 51 cities included in the index. Fresh-milk prices dropped 1 cent a quart in Salt Lake City and Seattle.

The price of eggs fell 23.7 percent, dropping from an average of 40.6 cents a dozen on February 25 to 31 cents a dozen on March 24. Despite this sharp decline the current level of egg prices is higher than for any corresponding date since 1930. The decreases were most pronounced in the South Atlantic cities and least pronounced in the cities of the Pacific area.

The combined index for fruits and vegetables did not change during March. A rise of 0.1 percent in the cost of fresh items in the group offset declines of 0.3 percent for canned and 0.1 percent for dried fruits and vegetables. The largest price changes for fresh fruits were made by bananas which advanced 3.8 percent and oranges which fell 3.3 percent. Potato prices rose 4.6 percent. Increases which

were reported by 35 of the 51 cities included in the index were most pronounced in New England. Six of the nine cities reporting lower prices for potatoes were in the East North Central area. Lettuce and green beans were the only other fresh vegetables showing price increases. Lower prices were reported for the remaining six fresh vegetables. For five of these items the reduction ranged from 5.6 to 9.9 percent. Prices of seven items in the canned fruits and vegetable subgroup declined. Peaches and corn, with decreases of 1.1 and 0.8 percent, respectively, accounted for the larger changes. Higher prices were reported for asparagus (0.4 percent) and tomato soup (0.5 percent), and there was no change for canned green beans. The prices of the three dried fruits declined during March. Prunes, with a decrease of 1.7 percent, made the only significant change. Higher prices, on the other hand, were reported for each of the three dried vegetables. Lima beans rose 2.0 percent and black-eyed peas 1.4 percent.

The group index for beverages and chocolate advanced 0.4 percent. Slight declines in tea, cocoa, and chocolate prices were more than offset by the 1.0 percent increase in the price of coffee.

The cost of fats and oils declined 1.2 percent during March. Price reductions, ranging from 0.1 percent for salad oil to 2.4 percent for lard, were reported for all items in the group except mayonnaise, which rose 0.5 percent.

The group index for sugar and sweets declined 0.3 percent largely as a result of a 0.5 percent drop in sugar prices. The price of strawberry preserves rose 0.5 percent.

Indexes of retail food costs by major commodity groups in March and February 1936 are presented in table 1. This table shows also the comparative level of costs in March 1929 and other recent years.

Table 1.—Indexes of Retail Food Costs in 51 Cities Combined,<sup>1</sup> by Commodity Groups

March and February 1936 and March 1935, 1933, and 1929

[1923-25=100]

Commodity group	1936				1935		1933	1929
	Mar. 24	Mar. 10	Feb. 25	Feb. 11	Mar. 26	Mar. 12	Mar. 15	Mar. 15
All foods.....	79.0	79.5	81.3	80.6	79.8	79.6	59.8	101.4
Cereals and bakery products.....	91.6	91.7	92.1	92.5	92.2	92.0	69.3	98.2
Meats.....	93.2	93.3	94.9	94.9	93.9	94.2	64.2	118.6
Dairy products.....	78.5	79.5	81.8	80.5	77.9	78.7	59.8	105.2
Eggs.....	59.5	66.9	78.0	70.6	58.8	61.2	42.7	87.4
Fruits and vegetables.....	62.4	61.8	62.4	62.0	63.8	61.9	52.1	86.9
Fresh.....	61.2	60.5	61.2	60.8	62.1	59.9	51.4	84.7
Canned.....	78.3	78.5	78.6	78.9	84.4	84.2	65.3	97.1
Dried.....	58.0	57.9	58.1	57.9	62.8	62.9	47.3	101.3
Beverages and chocolate.....	67.6	67.6	67.4	67.4	72.1	72.5	68.5	110.9
Fats and oils.....	75.3	75.6	76.2	76.8	80.1	79.6	45.0	93.8
Sugar and sweets.....	63.7	63.7	63.9	64.1	62.4	62.6	57.4	73.5

<sup>1</sup> Aggregate costs of 42 foods in each city prior to Jan. 1, 1935, and of 84 foods since that date, weighted to represent total purchases, have been combined with the use of population weights.



The price of 65 of the 84 foods included in the index declined during March. Higher prices were reported for 17 items and 2 showed no change. Average prices for each of these 84 commodities for 51 large cities combined are shown in table 2 for March and February 1936 and for March 1935.

Table 2.—Average Retail Prices of 84 Foods in 51 Large Cities Combined<sup>1</sup>  
March and February 1936 and March 1935

[\*Indicates the 42 foods included in indexes prior to Jan. 1, 1935]

Article	1936				1935	
	Mar. 24	Mar. 10	Feb. 25	Feb. 11	Mar. 26	Mar. 12
<b>Cereals and bakery products:</b>						
Cereals:	<i>Cents</i>	<i>Cents</i>	<i>Cents</i>	<i>Cents</i>	<i>Cents</i>	<i>Cents</i>
*Flour, wheat.....pound..	4.8	4.8	4.8	4.8	5.0	5.1
*Macaroni.....do.....	14.8	14.8	14.9	15.0	15.7	15.7
*Wheat cereal.....28-oz. package..	24.0	24.0	24.1	24.1	23.9	23.1
*Corn flakes.....8-oz. package..	8.1	8.1	8.1	8.1	8.5	8.7
*Corn meal.....pound..	4.9	4.9	4.9	4.9	5.0	5.1
Hominy grits.....24-oz. package..	9.0	9.0	9.1	9.1	9.4	9.1
*Rice.....pound..	8.5	8.5	8.5	8.5	8.3	8.3
*Rolled oats.....do.....	7.4	7.4	7.4	7.4	7.5	7.1
Bakery products:						
*Bread, white.....do.....	8.2	8.3	8.3	8.4	8.3	8.1
Bread, whole wheat.....do.....	9.3	9.3	9.4	9.4	9.2	9.1
Bread, rye.....do.....	9.1	9.1	9.1	9.1	8.8	8.8
Cake.....do.....	24.8	24.4	24.2	24.3	22.9	22.1
Soda crackers.....do.....	18.2	18.2	18.0	17.8	16.7	16.8
Meats:						
Beef:						
*Sirloin steak.....do.....	36.6	36.3	37.1	37.1	40.3	40.4
*Round steak.....do.....	32.9	32.9	33.6	33.4	36.4	36.1
*Rib roast.....do.....	29.2	29.4	29.8	29.9	31.5	31.5
*Chuck roast.....do.....	22.4	22.5	22.9	23.0	24.6	24.4
*Plate.....do.....	15.8	15.9	16.4	16.5	16.9	16.6
Liver.....do.....	25.3	25.4	25.5	25.2	23.4	23.1
Veal: Cutlets.....do.....	39.7	40.6	42.3	42.4	38.3	38.1
Pork:						
*Chops.....do.....	33.1	32.1	33.1	32.0	32.7	34.3
Loin roast.....do.....	27.5	26.8	27.6	26.8	26.8	28.1
*Bacon, sliced.....do.....	40.7	41.2	41.7	42.0	38.1	37.1
Bacon, strip.....do.....	35.7	35.8	36.3	36.7	32.9	32.4
*Ham, sliced.....do.....	47.2	47.2	47.6	48.1	43.3	43.6
Ham, whole.....do.....	30.8	30.8	31.2	31.5	26.5	26.2
Salt pork.....do.....	24.6	24.9	25.4	25.5	24.9	24.1
Lamb:						
Breast.....do.....	12.7	12.8	13.3	13.2	12.7	13.1
Chuck.....do.....	21.6	21.5	22.0	22.2	20.7	21.6
*Leg.....do.....	27.9	27.7	27.7	28.4	27.1	28.0
Rib chops.....do.....	34.0	33.9	34.3	34.7	34.3	34.9
Poultry: *Roasting chickens.....do.....	32.4	32.6	32.7	32.5	30.0	29.6
Fish:						
Salmon, pink.....16-oz. can..	13.0	13.1	13.0	13.2	13.0	13.0
*Salmon, red.....do.....	25.3	25.3	25.2	25.1	20.6	20.7
Dairy products:						
*Butter.....pound..	38.7	40.1	43.6	41.8	37.2	38.3
*Cheese.....do.....	27.0	27.1	27.2	27.6	27.0	27.3
Cream.....½ pint..	14.9	14.9	14.9	14.9	15.0	14.9
Milk (delivered and store).....quart..	11.6	11.6	11.6	11.7	11.9	11.9
*Milk (delivered)*.....do.....	11.8	11.8	11.8	11.8	11.9	11.9
*Milk, evaporated.....14½-oz. can..	7.4	7.4	7.4	7.4	7.2	7.2
*Eggs.....dozen..	31.0	34.8	40.6	36.8	30.7	31.9
Fruits and vegetables:						
Fresh:						
Apples.....pound..	5.4	5.4	5.4	5.3	5.8	5.7
*Bananas.....do.....	6.4	6.4	6.2	6.2	6.4	6.5
Lemons.....dozen..	29.2	28.6	28.6	29.0	20.8	21.6
*Oranges.....do.....	29.7	30.9	30.7	30.0	29.0	28.4
Beans, green.....pound..	15.4	13.4	14.6	15.5	12.7	11.1
*Cabbage.....do.....	3.9	3.8	4.2	4.0	7.5	6.2
Carrots.....bunch..	5.5	5.6	5.9	6.1	6.2	6.3
Celery.....stalk..	9.4	9.4	9.9	10.2	10.2	10.6
Lettuce.....head..	7.9	7.9	7.6	7.6	9.0	8.0
*Onions.....pound..	3.9	4.1	4.3	4.3	7.2	6.6

See footnotes at end of table.

Table 2.—Average Retail Prices of 84 Foods in 51 Large Cities Combined—Con.  
March and February 1936 and March 1935

Article	1936				1935	
	Mar. 24	Mar. 10	Feb. 25	Feb. 11	Mar. 26	Mar. 12
<b>Fruits and vegetables—Continued.</b>						
<b>Fresh—Continued.</b>	<i>Cents</i>	<i>Cents</i>	<i>Cents</i>	<i>Cents</i>	<i>Cents</i>	<i>Cents</i>
*Potatoes.....pound..	2.5	2.4	2.4	2.3	1.7	1.7
Spinach.....do.....	7.1	6.9	7.8	8.2	9.6	10.6
Sweet potatoes.....do.....	3.7	3.7	3.8	3.7	4.1	4.2
<b>Canned:</b>						
Peaches.....no. 2½ can..	17.8	17.9	18.0	18.2	19.4	19.3
Pears.....do.....	22.2	22.3	22.3	22.5	22.8	22.8
Pineapples.....do.....	22.3	22.3	22.4	22.4	22.5	22.6
Asparagus.....no. 2 can..	25.9	25.9	25.8	25.7	24.8	24.7
Beans, green.....do.....	11.4	11.4	11.4	11.5	11.9	11.9
*Beans with pork.....16-oz. can..	7.0	7.0	7.0	7.1	6.9	6.9
*Corn.....no. 2 can..	11.3	11.3	11.4	11.4	12.9	12.9
*Peas.....do.....	15.9	15.9	16.0	16.0	17.6	17.5
*Tomatoes.....do.....	9.3	9.3	9.3	9.3	10.5	10.5
Tomato soup.....10½-oz. can..	8.0	8.0	8.0	8.0	8.1	8.0
<b>Dried:</b>						
Peaches.....pound..	17.0	17.0	17.0	17.0	17.1	17.0
*Prunes.....do.....	9.7	9.7	9.8	9.8	11.4	11.5
*Raisins.....15-oz. package..	9.6	9.5	9.6	9.5	9.8	9.8
Black-eyed peas.....pound..	8.9	8.8	8.8	8.7	8.6	8.7
Lima beans.....do.....	10.4	10.2	10.2	10.0	10.0	10.0
*Navy beans.....do.....	5.6	5.6	5.6	5.6	6.2	6.2
<b>Beverages and chocolate:</b>						
*Coffee.....do.....	24.4	24.4	24.2	24.2	26.7	26.9
*Tea.....do.....	67.5	67.3	67.6	67.6	68.8	68.6
Cocoa.....8-oz. can..	10.7	10.7	10.7	10.8	11.1	11.2
Chocolate.....8-oz. package..	16.6	16.7	16.7	16.6	21.5	21.6
<b>Fats and oils:</b>						
*Lard.....pound..	16.1	16.2	16.5	16.8	18.7	18.6
Lard compound.....do.....	14.8	15.0	15.0	15.1	16.3	16.3
*Vegetable shortening.....do.....	21.6	21.5	21.8	21.9	20.8	20.7
Salad oil.....pint..	24.7	24.7	24.7	24.7	24.3	24.1
Mayonnaise.....½ pint..	17.0	17.0	16.9	16.8	16.7	16.5
*Oleomargarine.....pound..	18.5	18.5	18.5	18.6	19.0	18.8
Peanut butter.....do.....	19.3	19.5	19.7	20.2	20.8	20.3
<b>Sugar and sweets:</b>						
*Sugar.....do.....	5.5	5.5	5.5	5.6	5.4	5.4
Corn sirup.....24-oz. can..	13.6	13.6	13.6	13.6	13.7	13.6
Molasses.....18-oz. can..	14.3	14.3	14.3	14.4	14.1	14.1
Strawberry preserves.....pound..	20.3	20.3	20.2	20.2	20.5	20.5

<sup>1</sup> Prices for individual cities are combined with the use of population weights.

<sup>2</sup> Average prices of milk delivered by dairies and sold in grocery stores, weighted according to the relative proportion distributed by each method.

### Details by Regions and Cities

Food costs declined in all of the 51 cities included in the index. The reductions were distributed rather uniformly throughout all sections of the country.

Decreases in the food-cost index ranged from 0.4 percent in Butte to 4.8 percent in Norfolk. Fresh fruit and vegetable prices rose sharply in Butte and the egg and butter prices declined much less than the average for all cities combined. In Norfolk the price of eggs dropped 44 percent.

Revised index numbers of the retail cost of food are given in table 3 for March and February 1936 and for March 1935, 1934, 1933, 1932, and 1929.

Table 3.—Indexes of the Average Retail Cost of All Foods, by Cities<sup>1</sup>  
 March and February 1936, and March 1935, 1934, 1933, 1932, and 1929

[1923-25=100]

Region and city	1936				1935		1934	1933	1932	1929
	Mar. 24	Mar. 10	Feb. 25	Feb. 11	Mar. 26	Mar. 12	Mar. 13	Mar. 15	Mar. 15	Mar. 15
Average: 51 cities combined.	79.0	79.5	81.3	80.6	79.8	79.6	72.8	59.8	70.7	101.4
New England	77.9	78.4	80.3	78.9	77.7	77.9	72.4	59.8	70.7	100.7
Boston	76.1	76.6	78.9	77.2	76.5	76.6	70.7	59.1	69.1	100.1
Bridgeport	82.8	82.7	84.0	83.9	82.0	82.7	76.3	62.2	74.8	100.3
Fall River	79.0	79.5	81.6	79.6	78.3	78.1	71.8	58.4	69.8	101.2
Manchester	80.9	80.9	82.8	81.6	79.8	80.8	74.0	59.7	69.1	100.2
New Haven	81.8	82.3	83.8	82.8	80.3	80.6	76.8	61.6	75.6	102.9
Portland, Maine	78.0	79.0	80.8	79.3	76.6	77.5	74.8	60.8	72.5	101.1
Providence	78.1	78.3	79.7	78.3	77.2	77.3	71.6	59.7	69.3	100.1
Middle Atlantic	80.0	80.1	82.2	81.4	80.0	80.0	75.1	61.0	71.9	101.3
Buffalo	78.4	79.1	81.3	79.9	79.4	79.1	73.4	59.3	70.1	102.8
Newark	81.2	81.1	83.4	82.3	81.9	82.4	75.0	62.0	74.0	100.6
New York	80.9	81.1	83.3	82.7	80.8	81.0	75.4	63.0	73.5	101.1
Philadelphia	81.2	81.5	83.0	82.5	80.5	80.2	77.7	60.9	72.3	100.1
Pittsburgh	78.6	77.4	79.9	79.2	78.3	78.0	72.1	57.5	68.3	103.9
Rochester	78.2	79.1	80.9	79.3	79.0	78.2	73.2	57.5	69.2	99.5
Scranton	76.3	76.8	78.6	77.9	75.8	75.9	73.0	59.1	68.6	102.4
East North Central	79.1	80.1	81.7	81.1	80.9	80.4	71.5	58.4	70.4	103.1
Chicago	79.6	80.7	82.0	81.6	82.1	81.7	70.9	60.0	74.8	104.9
Cincinnati	81.7	82.6	84.1	83.9	84.0	83.0	73.1	59.9	71.9	105.5
Cleveland	78.3	79.4	81.1	79.6	80.5	79.0	71.5	57.3	66.8	99.7
Columbus, Ohio	79.6	80.5	81.5	81.8	82.5	82.3	74.0	57.8	71.2	100.9
Detroit	79.0	80.0	81.6	81.0	78.9	78.7	70.1	55.3	64.6	101.8
Indianapolis	77.7	78.1	80.4	79.9	77.5	77.5	72.5	57.4	68.3	104.2
Milwaukee	80.6	81.6	84.3	83.9	80.4	80.4	74.6	62.8	74.2	104.9
Peoria	79.1	80.4	82.0	81.6	80.7	80.6	72.2	58.5	69.9	102.3
Springfield, Ill.	76.8	77.9	79.4	78.5	78.1	77.6	70.4	57.2	67.8	101.2
West North Central	81.4	82.2	83.7	83.5	83.4	82.8	73.5	58.9	70.9	103.4
Kansas City	78.9	79.8	80.8	81.0	82.6	81.3	72.9	61.6	70.7	102.6
Minneapolis	85.3	85.9	87.4	87.2	84.8	84.1	75.5	57.3	72.0	104.8
Omaha	78.6	78.8	80.6	80.2	82.7	82.2	70.2	56.2	68.4	101.2
St. Louis	82.7	83.9	85.4	85.0	83.8	83.5	74.1	59.5	71.8	104.4
St. Paul	81.5	82.3	83.7	83.7	82.2	82.1	75.1	57.2	70.3	102.7
South Atlantic	78.3	79.0	81.0	80.3	78.5	79.0	72.7	58.4	68.7	99.7
Atlanta	74.4	75.2	77.4	77.2	76.5	76.8	68.7	54.6	65.7	102.2
Baltimore	83.0	83.0	85.1	84.5	81.5	81.9	76.4	61.4	70.2	97.9
Charleston, S. C.	78.1	79.4	80.7	80.2	76.8	76.7	70.8	57.2	70.5	99.1
Jacksonville	76.0	76.5	77.6	76.9	73.7	74.2	66.4	52.9	63.8	94.2
Norfolk	78.2	79.5	82.1	80.6	78.4	78.7	75.3	57.3	72.0	104.4
Richmond	73.8	75.4	77.3	76.7	75.4	75.4	71.0	56.2	66.5	99.9
Savannah	78.6	78.6	80.4	80.2	77.6	78.0	72.4	57.7	67.3	101.2
Washington, D. C.	79.9	80.8	82.9	81.8	81.8	82.8	75.6	63.1	71.7	100.8
East South Central	73.4	74.1	76.0	75.3	75.5	75.2	69.0	55.8	65.7	100.4
Birmingham	68.7	69.8	72.1	70.6	70.9	70.1	65.2	53.4	62.5	97.1
Louisville	82.3	82.5	83.9	84.3	85.9	86.5	75.9	60.0	70.5	107.4
Memphis	74.9	75.7	76.7	77.1	78.9	78.7	71.2	57.1	68.9	100.1
Mobile	74.1	73.9	75.4	74.9	76.0	75.8	67.2	57.4	66.7	99.4
West South Central	76.7	77.3	78.9	78.7	78.4	78.6	70.1	58.6	68.4	101.6
Dallas	74.1	75.7	77.9	77.8	75.5	76.9	68.8	56.7	67.1	103.7
Houston	76.2	76.1	77.4	77.2	78.3	77.1	68.7	58.1	66.1	98.4
Little Rock	75.9	76.7	77.9	77.4	77.6	77.2	68.9	54.4	63.6	102.0
New Orleans	81.0	81.0	82.8	82.0	83.1	83.5	74.3	63.0	74.7	102.9

See footnote at end of table.



Table 3.—Indexes of the Average Retail Cost of All Foods, by Cities—Contd.  
March and February 1936, and March 1935, 1934, 1933, 1932, and 1929

Region and city	1936				1935		1934	1933	1932	1929
	Mar. 24	Mar. 10	Feb. 25	Feb. 11	Mar. 26	Mar. 12	Mar. 13	Mar. 15	Mar. 15	Mar. 15
Mountain.....	81.9	82.5	83.9	82.8	84.6	82.8	70.4	60.1	69.8	98.
Butte.....	78.2	78.1	78.5	77.6	76.6	76.8	65.8	58.7	68.1	99.
Denver.....	83.6	84.7	85.8	84.8	88.1	85.1	72.8	62.6	72.0	98.
Salt Lake City.....	79.4	79.4	81.5	80.2	81.1	80.5	67.7	56.2	66.6	97.
Pacific.....	76.4	77.1	78.0	77.8	78.1	78.3	69.8	62.0	71.0	99.
Los Angeles.....	71.6	72.8	72.9	72.8	74.2	74.8	65.0	59.3	66.1	97.
Portland, Oreg.....	79.1	79.0	80.8	80.2	77.4	77.8	67.8	60.0	69.2	98.
San Francisco.....	80.4	80.6	81.8	82.0	82.1	82.0	75.0	66.3	77.2	101.
Seattle.....	78.9	79.7	81.5	80.7	80.0	79.9	71.9	60.4	71.3	97.

<sup>1</sup> Aggregate costs of 42 foods in each city prior to Jan. 1, 1935, and of 84 foods since that date, weighted to represent total purchases, have been combined for regions and for the United States with the use of population weights.

### Method of Computing Average Retail Prices of Fresh Milk

FOR many years the Bureau of Labor Statistics has published average retail prices of fresh milk on the basis of delivered prices reported by leading dairies in the various cities. A new method of computing retail milk prices has been developed by Joseph I. Dawson, a member of the Bureau's staff, and is presented here for the first time. This new series is based upon retail sales through all channels and therefore provides a more accurate measure of the average price paid by consumers. For the sake of continuity, however, publication of the old series will be continued along with the new.

In computing the average prices for each city, consideration is given to volume of sales by different dairies, and to the ratio between sales of delivered milk and sales through stores. The average price of milk delivered by dairies to homes is computed by assigning to the quoted price from each dairy a ratio weight representing the proportion sold by that dairy to the total quantity of milk delivered. The average price charged by stores is computed by combining the quotations of chain and independent stores by means of representative weights. Although this average price is not published it is necessary for the computation of an average price of all retail sales. The average price of delivered milk and of store sales are combined with the use of weights representing the ratio of sales by each method to the total distribution in each city. The prices reported by the Bureau represent at least 60 percent of the volume of sales in each city.

Average prices for the United States are computed for delivered milk and for store sales by the same method as for other articles of food. These averages are combined by means of weights based on the relative quantities of milk distributed by each method.

## Retail Food Costs in 1935 and the First Quarter of 1936

INDEXES of retail food costs by commodity groups with revised weights and on a 1923-25 base are given in table 4 for the indicated pricing periods in 1935 and 1936. Similar indexes for all the pricing periods from 1929 to 1935 have been published in the Monthly Labor Review, as follows: February 1936, data for 1929 and 1932; March 1936, data for 1933 and 1934; April 1936, data for 1930 and 1931.

The assembled data for all periods from 1929 to 1935, inclusive, will be published in the near future in a bulletin, together with indexes and United States average prices for the same periods.

The chart on page 1444 shows the relative changes in the retail costs of all foods and each of the major food groups from 1929 to March 1936, inclusive.

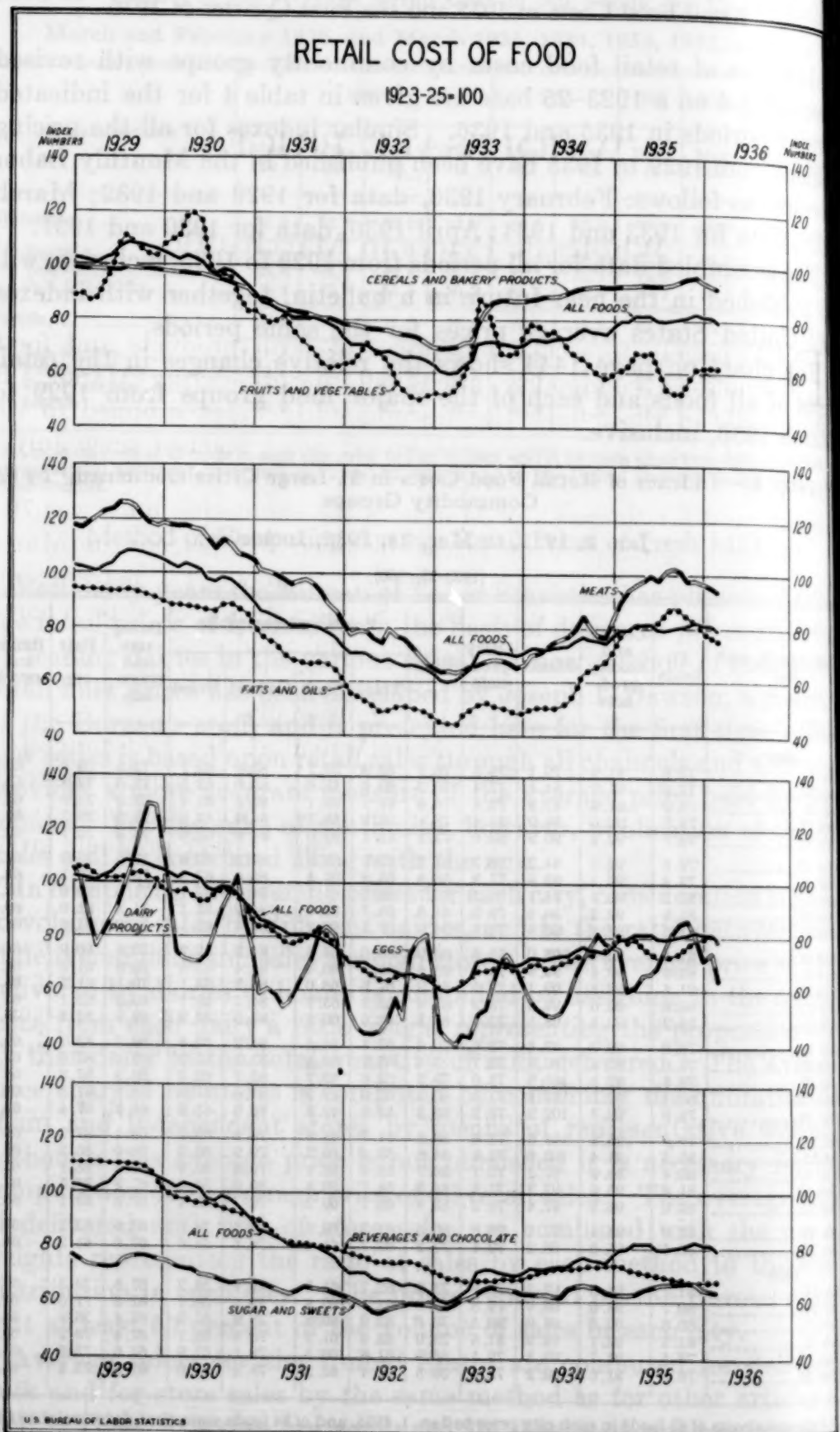
Table 4.—Indexes of Retail Food Costs in 51 Large Cities Combined,<sup>1</sup> by Commodity Groups

Jan. 2, 1935, to Mar. 24, 1936, Inclusive

[1923-25=100]

Year, month, and day	All foods	Cereals and bakery products	Meats	Dairy products	Eggs	Fruits and vegetables				Beverages and chocolate	Fats and oils	Sugar and sweets
						Total	Fresh	Canned	Dried			
1935												
Jan. 2.....	75.8	91.9	79.1	76.3	76.4	59.9	57.7	83.0	62.7	73.5	70.5	62.8
Jan. 15.....	77.5	91.9	84.6	77.4	76.2	60.6	58.5	83.0	62.5	73.6	72.9	62.5
Jan. 29.....	78.9	91.9	87.9	79.4	76.8	61.1	59.1	83.5	62.4	73.3	75.0	62.5
Feb. 12.....	79.7	92.0	88.9	81.4	78.1	60.9	58.7	84.0	62.8	73.3	76.7	62.4
Feb. 26.....	79.7	92.1	90.9	80.6	72.1	61.1	59.0	84.0	63.0	73.3	78.1	62.5
Mar. 12.....	79.6	92.0	94.2	78.7	61.2	61.9	59.9	84.2	62.9	72.5	79.6	62.6
Mar. 26.....	79.8	92.2	93.9	77.9	58.8	63.8	62.1	84.4	62.8	72.1	80.1	62.4
Apr. 9.....	81.2	92.3	95.1	80.3	60.7	66.5	65.1	84.4	62.7	71.6	80.6	62.7
Apr. 23.....	81.9	92.2	96.5	79.3	61.8	68.7	67.6	84.2	63.1	71.3	81.0	63.0
May 7.....	81.5	92.4	96.9	76.8	64.9	67.5	66.2	84.4	63.1	71.0	81.0	64.2
May 21.....	81.4	92.9	98.0	75.6	65.9	66.0	64.5	84.3	62.9	70.6	80.9	64.6
June 4.....	81.9	92.4	99.9	74.5	65.9	67.7	66.4	84.4	63.0	70.8	81.5	64.9
June 18.....	81.5	92.1	99.1	73.9	66.3	67.3	66.0	84.3	63.1	70.1	81.7	65.1
July 2.....	80.6	92.0	97.3	73.3	67.4	65.3	63.7	84.7	63.1	69.9	82.1	65.6
July 16.....	80.2	92.1	98.1	72.7	68.8	62.6	60.6	84.5	63.2	69.9	82.1	66.2
July 30.....	79.0	92.2	97.8	72.6	70.6	57.1	54.5	84.2	62.8	69.7	82.7	66.3
Aug. 13.....	79.6	92.6	100.6	72.7	73.4	55.3	52.4	83.5	62.9	69.4	85.0	66.4
Aug. 27.....	79.6	92.5	101.9	73.0	76.2	52.8	49.7	82.7	62.2	69.2	87.0	66.3
Sept. 10.....	80.1	92.7	102.6	73.3	80.3	52.9	49.9	81.4	61.9	68.5	87.3	66.6
Sept. 24.....	79.9	92.7	102.2	73.2	82.3	52.3	49.3	80.9	61.0	68.3	87.4	66.5
Oct. 8.....	79.9	93.4	101.3	73.5	83.8	51.7	48.8	79.9	60.7	68.1	87.2	66.7
Oct. 22.....	80.5	94.4	100.6	74.4	85.8	53.4	50.7	79.9	60.0	68.0	86.3	66.9
Nov. 5.....	80.4	94.9	97.1	75.1	86.7	55.4	53.1	79.8	59.4	67.8	85.1	67.1
Nov. 19.....	81.5	95.0	97.2	77.5	84.9	58.7	56.8	80.0	59.0	67.8	83.5	67.0
Dec. 3.....	82.0	95.3	97.4	78.2	82.8	60.7	59.2	79.7	58.4	67.5	83.1	66.7
Dec. 17.....	82.0	95.4	97.1	78.8	80.5	61.3	59.8	79.6	58.5	67.6	82.3	66.5
Dec. 31.....	82.5	95.6	98.2	79.4	77.2	62.7	61.4	79.6	58.6	67.6	81.2	66.4
1936												
Jan. 14.....	81.7	94.0	97.3	79.8	73.8	62.7	61.5	79.4	58.2	67.6	79.3	64.9
Jan. 28.....	80.7	93.0	95.9	79.8	69.6	62.1	60.8	79.2	58.1	67.5	77.6	64.4
Feb. 11.....	80.6	92.5	94.9	80.5	70.6	62.0	60.8	78.9	57.9	67.4	76.8	64.1
Feb. 25.....	81.3	92.1	94.9	81.8	78.0	62.4	61.2	78.6	58.1	67.4	76.2	63.9
Mar. 10.....	79.5	91.7	93.3	79.5	66.9	61.8	60.5	78.5	57.9	67.6	75.6	63.7
Mar. 24.....	79.0	91.6	93.2	78.5	59.5	62.4	61.2	78.3	58.0	67.6	75.3	63.7

<sup>1</sup> Aggregate costs of 42 foods in each city prior to Jan. 1, 1935, and of 84 foods since that date, weighted to represent total purchases, have been combined with the use of population weights.





## WHOLESALE PRICES

### Wholesale Prices in March 1936

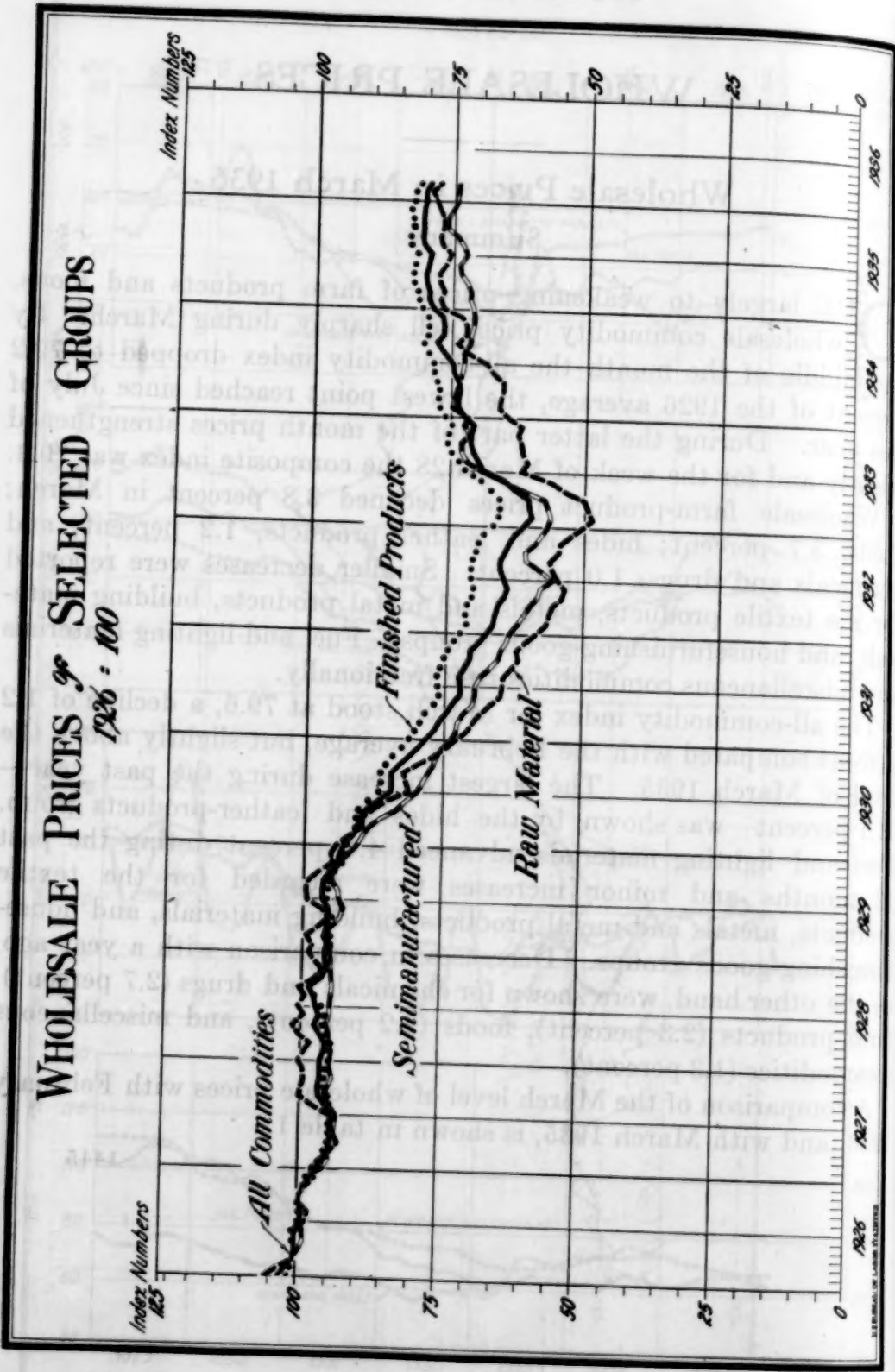
#### Summary

**D**UE largely to weakening prices of farm products and foods, wholesale commodity prices fell sharply during March. By the middle of the month the all-commodity index dropped to 79.2 percent of the 1926 average, the lowest point reached since July of last year. During the latter part of the month prices strengthened slightly and for the week of March 28 the composite index was 79.3.

Wholesale farm-product prices declined 3.8 percent in March; foods, 3.7 percent; hides and leather products, 1.2 percent; and chemicals and drugs, 1.0 percent. Smaller decreases were reported for the textile products, metals and metal products, building materials, and housefurnishing-goods groups. Fuel and lighting materials and miscellaneous commodities rose fractionally.

The all-commodity index for March stood at 79.6, a decline of 1.2 percent compared with the February average, but slightly above the level of March 1935. The largest increase during the past year—11.1 percent—was shown by the hides and leather-products group. Fuel and lighting materials advanced 4.4 percent during the past 12 months and minor increases were recorded for the textile products, metals and metal products, building materials, and housefurnishing-goods groups. Decreases in comparison with a year ago, on the other hand, were shown for chemicals and drugs (2.7 percent), farm products (2.3 percent), foods (2.2 percent), and miscellaneous commodities (1.3 percent).

A comparison of the March level of wholesale prices with February 1936, and with March 1935, is shown in table 1.



# WHOLESALE PRICES OF SELECTED GROUPS 1926 = 100

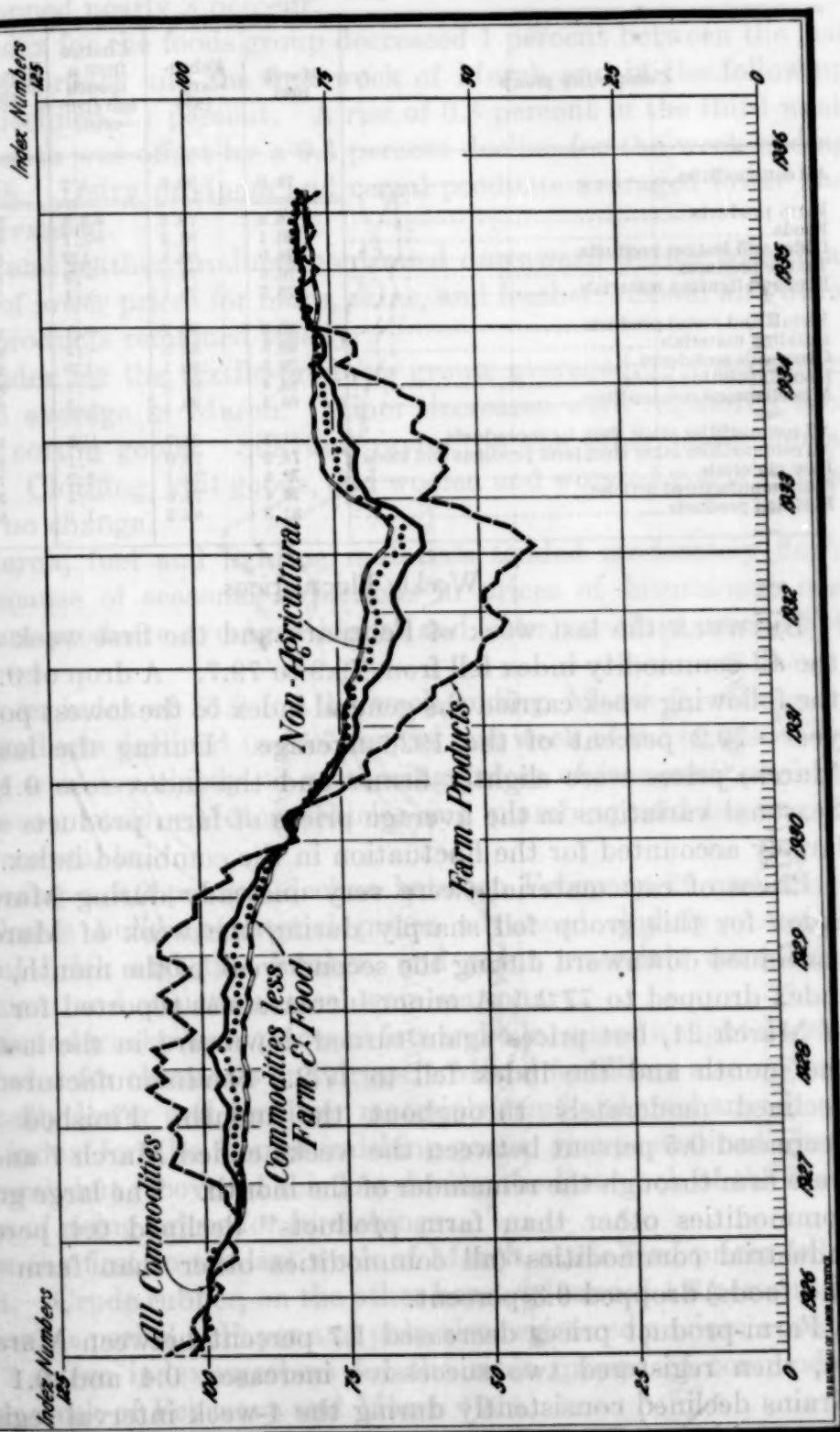




Table 1.—Comparison of Index Numbers for March 1936 With February 1936 and March 1935

[1926=100]

Commodity group	March 1936	February 1936	Change from a month ago (percent)	March 1935	Change from a year ago (percent)
All commodities.....	79.6	80.6	-1.2	79.4	+0.2
Farm products.....	76.5	79.5	-3.8	78.3	-2.3
Foods.....	80.1	83.2	-3.7	81.9	-2.3
Hides and leather products.....	94.9	96.1	-1.2	85.4	+11.1
Textile products.....	70.8	71.0	-.3	69.4	+2.0
Fuel and lighting materials.....	76.2	76.1	+.1	73.0	+4.4
Metals and metal products.....	86.6	86.7	-.1	85.7	+1.1
Building materials.....	85.3	85.5	-.2	84.9	+.3
Chemicals and drugs.....	79.3	80.1	-1.0	81.5	-2.7
Housefurnishing goods.....	81.4	81.5	-.1	80.7	+.3
Miscellaneous commodities.....	68.3	68.1	+.3	69.2	-1.3
All commodities other than farm products.....	81.2	80.7	+.6	79.5	+2.1
All commodities other than farm products and foods.....	78.9	79.0	-.1	77.3	+2.1
Raw materials.....	77.4	79.1	-2.2	76.6	+1.6
Semimanufactured articles.....	74.4	74.6	-.3	71.8	+3.6
Finished products.....	81.3	82.2	-1.1	81.7	-.5

## Weekly Fluctuations

BETWEEN the last week of February and the first week of March the all-commodity index fell from 79.9 to 79.7. A drop of 0.6 percent the following week carried the general index to the lowest point of the year—79.2 percent of the 1926 average. During the last half of March, prices were slightly firmer and the index rose 0.1 percent. Seasonal variations in the average prices of farm products and foods largely accounted for the fluctuation in the combined index.

Prices of raw materials were very unsteady during March. The index for this group fell sharply during the week of March 7 and continued downward during the second week of the month, when the index dropped to 77.2. A minor increase was reported for the week of March 21, but prices again turned downward in the last week of the month and the index fell to 77.2. Semimanufactured articles declined moderately throughout the month. Finished products decreased 0.5 percent between the weeks ended March 7 and 14, but were firm through the remainder of the month. The large group "All commodities other than farm products" declined 0.4 percent and industrial commodities (all commodities other than farm products and foods) dropped 0.3 percent.

Farm-product prices decreased 1.7 percent between March 7 and 14, then registered two successive increases, 0.4 and 0.1 percent. Grains declined consistently during the 4-week interval registering a cumulative decrease of 6.2 percent. Livestock and poultry, on the

other hand, advanced 3.6 percent. The subgroup "Other farm products", including such items as cotton, eggs, fruits, vegetables, and wool, dropped nearly 3 percent.

The index for the foods group decreased 1 percent between the last week of February and the first week of March and in the following week it declined 2.1 percent. A rise of 0.3 percent in the third week of the month was offset by a 0.3 percent decline for the week ending March 28. Dairy products and cereal products averaged lower and meats advanced.

Hides and leather products continued downward during March as a result of lower prices for hides, skins, and leather. Shoes and other leather products remained steady.

The index for the textile-products group averaged 70.4 percent of the 1926 average in March. Minor decreases were registered each week in cotton goods. Silk and rayon, on the other hand, moved upward. Clothing, knit goods, and woolen and worsted goods showed little or no change.

In March, fuel and lighting materials tended moderately downward because of seasonal reductions in prices of bituminous coal. Petroleum products averaged higher and coke remained at the February level.

From an index of 86.0 for the week ending March 7, metals and metal products declined to 85.7 for the last week of the month. This decrease was due chiefly to weakening prices of iron and steel and nonferrous metals. Motor vehicles and plumbing and heating fixtures were stable.

Following a 0.2 percent decline between February 29 and March 7, wholesale building-material prices advanced slightly. Average prices of brick and tile, lumber, and paint materials were higher and cement and structural steel were stationary.

Continued weakness in prices of fats and oils caused a slight decrease in the index for chemicals and drugs. Mixed fertilizers also averaged fractionally lower and fertilizer materials remained unchanged.

The index for the housefurnishing-goods group declined during mid-March but recovered this loss during the last week of the month because of rising prices for furnishings.

From the first to the last week of March cattle-feed prices fell 3.9 percent. Crude rubber, on the other hand, advanced 1.8 percent during the same period. Paper and pulp also registered a minor advance. Table 2 shows index numbers for the main groups of commodities for each week of February and March 1936.

Table 2.—Weekly Index Numbers of Wholesale Commodity Prices by Groups  
[1926=100]

Commodity groups	Mar. 28, 1936	Mar. 21, 1936	Mar. 14, 1936	Mar. 7, 1936	Feb. 29, 1936	Feb. 22, 1936	Feb. 15, 1936	Feb. 8, 1936
All commodities.....	79.3	79.3	79.2	79.7	79.9	80.8	80.6	80.4
Farm products.....	76.8	76.7	76.4	77.7	78.4	81.6	79.9	79.4
Foods.....	79.7	79.9	79.7	81.4	82.2	84.3	84.0	82.9
Hides and leather products.....	95.3	95.3	95.5	95.7	96.2	96.5	97.0	97.1
Textile products.....	70.4	70.4	70.4	70.4	70.3	70.5	70.6	70.7
Fuel and lighting materials.....	76.7	76.7	77.2	77.3	77.4	77.2	76.9	77.2
Metals and metal products.....	85.7	85.9	85.9	86.0	85.9	85.9	86.0	86.0
Building materials.....	85.2	85.1	85.1	85.0	85.2	85.2	85.3	85.2
Chemicals and drugs.....	79.1	79.0	79.0	79.4	79.7	79.9	79.9	80.2
Housefurnishing goods.....	82.7	82.6	82.6	82.7	82.8	82.8	82.8	82.8
Miscellaneous commodities.....	68.2	68.2	68.2	68.2	68.2	68.0	68.0	67.9
All commodities other than farm products.....	79.8	79.9	79.8	80.1	80.2	80.6	80.7	80.7
All commodities other than farm products and foods.....	78.8	78.8	79.0	79.0	79.1	79.0	79.0	79.1
Raw materials.....	77.2	77.4	77.2	77.9	78.6	80.0	78.9	78.6
Semimanufactured articles.....	74.5	74.5	74.6	74.7	74.8	74.7	74.5	74.7
Finished products.....	81.2	81.2	81.2	81.6	81.5	82.3	82.5	82.4

### Wholesale Price Level in March

FROM February to March wholesale commodity prices fell 1.2 percent, due mainly to declines of 3.8 percent in farm products and 3.7 percent in foods. Despite these sharp decreases, the all-commodity index for the month was 0.3 percent above that of the corresponding month of a year ago.

In addition to the declines in farm products and foods, hides and leather products decreased 1.2 percent; chemicals and drugs, 1 percent; textile products, 0.3 percent; building materials, 0.2 percent; and metals and metal products 0.1 percent. Miscellaneous commodities and fuel and lighting materials were the only groups which increased during the month. The advance for both groups was slight.

Six of the major commodity groups—hides and leather products, textile products, fuel and lighting materials, metals and metal products, building materials, and housefurnishing goods—were above the March 1935 level. The increases ranged from 0.5 percent for building materials to more than 11 percent for hides and leather products. Chemicals and drugs declined 2.7 percent over the year; farm products, 2.3 percent; foods, 2.2 percent; and miscellaneous commodities, 1.3 percent.

Changes within the major commodity groups influencing the trend of the composite index in March are summarized in table 3.

Nonagricultural commodities (all commodities other than farm products) rose 0.6 percent during March to a point 2.1 percent above a year ago. All commodities other than farm products and processed foods declined fractionally, but were more than 2 percent higher than in



March 1935. The index for the raw-materials group dropped 2.2 percent to 77.4 percent of the 1926 average. Although the index for the semimanufactured-articles group declined 0.3 percent during the month, it was 3.6 percent above March 1935.

The group of finished products, which includes more than 500 manufactured articles, declined 1.1 percent during the month. The current index for finished products—81.3—is 0.5 percent below a year ago.

The index of the Bureau of Labor Statistics includes 784 price series weighted according to their relative importance in the country's markets and is based on average prices for the year 1926 as 100.

Index numbers for the groups and subgroups of commodities for February and March 1936 and March of each of the past 7 years are shown in table 4.

Table 3.—Number of Items Changing in Price From February to March 1936

Groups	Increases	Decreases	No change
All commodities.....	98	207	479
Farm products.....	19	44	4
Foods.....	20	67	35
Hides and leather products.....	3	12	26
Textile products.....	13	27	72
Fuel and lighting materials.....	5	12	7
Metals and metal products.....	10	13	107
Building materials.....	15	14	57
Chemicals and drugs.....	3	12	74
Housefurnishing goods.....	1	4	56
Miscellaneous.....	9	2	41

Table 4.—Index Numbers of Wholesale Prices by Groups and Subgroups of Commodities

[1926=100]

Groups and subgroups	March 1936	February 1936	March 1935	March 1934	March 1933	March 1932	March 1931	March 1930	March 1929
All commodities.....	79.6	80.6	79.4	73.7	60.2	66.0	76.0	90.2	96.1
Farm products.....	76.5	79.5	78.3	61.3	42.8	50.2	70.6	94.7	107.2
Grains.....	75.6	78.3	82.8	62.3	36.0	43.5	59.3	83.5	98.8
Livestock and poultry.....	88.3	90.3	85.8	49.5	43.0	51.4	70.7	99.6	111.0
Other farm products.....	69.1	72.7	72.1	67.7	45.3	52.1	74.2	95.2	107.5
Foods.....	80.1	83.2	81.9	67.3	54.6	62.3	77.6	94.3	98.3
Dairy products.....	80.3	85.7	82.9	68.9	50.9	64.2	83.5	98.3	109.0
Cereal products.....	85.8	88.5	92.1	85.3	62.7	68.3	74.5	84.9	87.3
Fruits and vegetables.....	65.1	62.4	63.2	71.6	54.3	62.3	74.3	102.3	83.3
Meats.....	89.7	92.1	91.6	56.5	50.5	61.4	82.0	104.2	108.5
Other foods.....	72.4	78.1	73.4	63.5	55.8	57.1	71.4	82.6	92.7
Hides and leather products.....	94.9	96.1	85.4	88.7	68.1	77.3	87.6	103.2	108.2
Shoes.....	100.4	100.5	97.2	98.5	83.2	88.5	94.9	103.8	106.6
Hides and skins.....	91.0	96.7	66.6	73.4	41.4	44.7	62.1	95.8	107.9
Leather.....	85.0	86.0	74.2	79.7	55.6	73.4	88.4	107.4	112.8
Other leather products.....	95.4	95.4	84.6	86.7	77.9	98.8	102.0	106.1	107.2

Table 4.—Index Numbers of Wholesale Prices by Groups and Subgroups of Commodities—Continued

[1926=100]

Groups and subgroups	March 1936	February 1936	March 1935	March 1934	March 1933	March 1932	March 1931	March 1930	March 1929
<b>Textile products</b> .....	70.8	71.0	69.4	76.5	51.3	58.0	70.0	84.8	92.4
Clothing.....	80.7	80.7	78.5	87.2	61.3	66.1	78.1	87.7	91.6
Cotton goods.....	77.1	78.1	82.4	89.1	50.0	56.2	72.4	90.3	100.6
Knit goods.....	62.1	62.0	62.5	65.6	47.1	54.9	63.8	83.6	89.9
Silk and rayon.....	30.9	31.6	27.3	29.4	25.5	33.5	45.8	73.6	82.5
Woolen and worsted goods.....	83.8	82.8	73.1	84.0	53.2	62.7	71.8	82.0	91.1
Other textile products.....	67.2	67.2	67.7	78.5	66.7	69.5	77.0	86.9	95.5
<b>Fuel and lighting materials</b> .....	76.2	76.1	73.0	71.4	62.9	67.9	68.3	79.4	82.1
Anthracite.....	82.5	82.6	81.1	81.2	88.3	89.9	88.4	91.2	91.4
Bituminous coal.....	99.4	100.1	96.3	91.1	79.3	83.5	86.0	89.9	92.1
Coke.....	93.7	93.7	88.8	83.4	75.2	80.4	83.7	84.2	85.2
Electricity.....	(1)	86.2	88.3	88.5	100.5	104.4	95.9	95.1	94.9
Gas.....	(1)	82.1	88.6	89.4	96.6	97.5	94.6	94.1	92.1
Petroleum products.....	56.0	55.7	49.8	48.7	33.1	39.8	41.8	63.7	68.5
<b>Metals and metal products</b> .....	86.6	86.7	85.7	87.1	77.2	80.8	86.4	96.6	102.3
Agricultural implements.....	94.2	94.9	93.6	85.2	83.1	85.0	94.3	95.5	99.2
Iron and steel.....	86.3	86.9	86.0	86.3	76.4	79.7	85.4	91.4	95.0
Motor vehicles.....	94.0	93.6	93.6	97.8	90.9	95.3	94.0	102.8	107.3
Nonferrous metals.....	69.9	69.7	67.1	66.3	47.9	50.5	69.3	99.6	117.3
Plumbing and heating.....	73.8	73.8	67.2	72.7	59.4	64.4	86.6	94.1	96.7
<b>Building materials</b> .....	85.3	85.5	84.9	86.4	70.3	73.2	82.5	93.9	96.7
Brick and tile.....	88.9	88.4	90.2	88.5	74.9	79.3	85.0	92.6	94.7
Cement.....	95.5	95.5	94.4	93.9	81.8	75.0	84.1	92.7	94.6
Lumber.....	82.6	82.3	79.9	86.4	57.8	61.5	74.7	91.2	96.4
Paint and paint materials.....	79.2	79.5	79.4	79.7	68.4	75.4	81.4	94.3	92.7
Plumbing and heating.....	73.8	73.8	67.2	72.7	59.4	64.4	86.6	94.1	96.7
Structural steel.....	92.0	92.0	92.0	86.8	81.7	79.7	84.3	91.9	97.0
Other building materials.....	88.5	89.5	90.1	89.9	78.4	80.6	87.6	96.7	99.6
<b>Chemicals and drugs</b> .....	79.3	80.1	81.5	75.7	71.2	75.3	82.9	91.4	95.3
Chemicals.....	85.9	87.0	88.1	79.0	79.3	80.9	86.4	96.5	100.3
Drugs and pharmaceuticals.....	73.0	73.2	73.0	71.9	54.8	59.7	64.8	68.9	72.1
Fertilizer materials.....	64.8	64.5	66.3	69.5	61.9	68.6	80.8	88.2	94.7
Mixed fertilizers.....	68.3	68.8	72.8	72.6	60.1	73.2	88.7	94.3	96.7
<b>Housefurnishing goods</b> .....	81.4	81.5	80.7	81.4	72.2	77.1	88.0	93.5	93.8
Furnishings.....	84.9	85.0	84.1	83.2	72.9	75.4	84.5	92.5	93.4
Furniture.....	77.9	77.9	77.3	79.8	71.8	79.1	91.9	94.6	94.3
<b>Miscellaneous</b> .....	68.3	68.1	69.2	69.3	58.9	64.7	72.0	80.9	82.4
Automobile tires and tubes.....	45.0	45.0	46.6	44.6	41.3	39.2	46.9	53.0	55.1
Cattle feed.....	67.9	68.1	102.2	79.6	47.3	52.4	82.1	103.8	122.2
Paper and pulp.....	80.3	79.9	80.6	82.7	72.2	76.8	82.6	87.7	88.9
Rubber, crude.....	32.9	32.0	23.5	22.8	6.3	7.2	16.0	31.6	50.6
Other miscellaneous.....	80.6	80.6	80.1	83.2	72.6	84.5	89.6	99.2	96.4
<b>All commodities other than farm products</b> .....	80.2	80.7	79.5	76.2	63.8	69.3	77.2	89.2	93.8
<b>All commodities other than farm products and foods</b> .....	78.9	79.0	77.3	78.5	65.8	70.9	77.2	88.2	92.1
<b>Raw materials</b> .....	77.4	79.1	76.6	85.9	49.4	56.1	69.5	89.3	99.0
<b>Semimanufactured articles</b> .....	74.4	74.6	71.8	74.3	56.9	60.8	72.9	88.1	96.1
<b>Finished products</b> .....	81.3	82.2	81.7	77.2	65.7	71.5	79.6	90.9	94.8

<sup>1</sup> Date not yet available.

Monthly Average Wholesale Prices and Index Numbers,  
Individual Commodities

THE table showing monthly average wholesale prices and index numbers of individual commodities formerly appearing in the monthly pamphlet, Wholesale Prices, will hereafter be published semiannually instead of monthly. The December 1935 issue showed information for the last 6 months of 1935 and the average for the year. The monthly figures will be furnished upon request.

Wholesale Prices in the United States and in Foreign  
Countries

IN THE following table the index numbers of wholesale prices of the Bureau of Labor Statistics of the United States Department of Labor, and those in certain foreign countries, have been brought together in order that the trend of prices in the several countries may be compared. The base periods here shown are those appearing in the original sources from which the information has been drawn, in certain countries being the year 1913 or some other pre-war period. Only general comparisons can be made from these figures, since, in addition to differences in the base periods, and the kind and number of articles included, there are important differences in the composition of the index numbers themselves. Indexes are shown for the years 1926-35, inclusive, and by months from January 1934 through March 1936.



Table 5.—Index Numbers of Wholesale Prices in the United States and in Foreign Countries

Country.....	United States	Australia	Austria	Belgium	Bulgaria	Canada	Chile	China
Computing agency.....	Bureau of Labor Statistics	Bureau of Census and Statistics	Federal Statistical Bureau	Ministry of Labor and Social Welfare	General Statistical Bureau	Dominion Bureau of Statistics	General Statistical Bureau	National Tariff Commission, Shanghai
Base period.....	1926 (100)	1911 (1,000)	January-June 1914 (100)	April 1914 (100)	1926 (100)	1926 (100)	1913 (100)	1926 (100)
Commodities.....	784	92	47	(Paper) 125	(Gold) 55	557 <sup>1</sup>	(Paper)	(Silver) 155 <sup>2</sup>
1926.....	100.0	1,832	123	744	100.0	100.0	-----	100.0
1927.....	95.4	1,817	133	847	102.4	97.7	-----	104.4
1928.....	96.7	1,792	130	843	109.8	96.4	195.5	101.7
1929.....	95.3	1,803	130	851	117.0	95.6	192.4	104.5
1930.....	86.4	1,596	117	744	94.6	86.6	166.9	114.8
1931.....	73.0	1,428	108	626	79.1	72.1	152.2	126.7
1932.....	64.8	1,411	112	532	70.3	66.7	230.4	112.4
1933.....	65.9	1,469	108	501	61.8	67.1	346.0	103.8
1934.....	74.9	1,471	110	473	63.6	71.6	343.6	97.1
1935.....	80.0	-----	110	537	65.1	72.1	343.3	96.4
<b>1934</b>								
January.....	72.2	1,456	109	484	59.1	70.7	328.6	97.2
February.....	73.6	1,452	110	483	62.6	72.1	331.4	98.0
March.....	73.7	1,459	113	478	61.7	72.1	336.9	96.6
April.....	73.3	1,471	112	474	61.6	71.3	342.6	94.6
May.....	73.7	1,456	110	470	63.0	71.1	343.1	94.9
June.....	74.6	1,463	110	472	64.2	72.0	351.7	95.7
July.....	74.8	1,483	110	471	64.2	72.0	352.5	97.1
August.....	76.4	1,500	110	474	65.7	72.2	354.1	99.8
September.....	77.6	1,493	108	470	65.5	71.9	352.6	97.3
October.....	76.5	1,493	108	467	66.2	71.3	344.2	96.1
November.....	76.5	1,470	109	466	64.8	71.1	343.3	98.3
December.....	76.9	1,459	109	468	63.8	71.1	341.8	99.0
<b>1935</b>								
January.....	78.8	1,459	110	472	64.5	71.4	346.7	99.4
February.....	79.5	1,451	109	466	64.3	71.9	340.3	96.9
March.....	79.4	1,443	109	464	64.2	72.0	336.7	96.4
April.....	80.1	1,444	109	531	66.0	72.5	334.9	95.9
May.....	80.2	1,458	110	552	64.7	72.3	339.3	95.0
June.....	79.8	1,466	111	555	64.3	71.5	339.6	92.1
July.....	79.4	1,479	112	553	64.2	71.5	342.4	90.5
August.....	80.5	1,498	111	552	64.0	71.6	343.3	91.9
September.....	80.7	1,495	110	560	64.4	72.3	346.2	91.1
October.....	80.5	1,498	109	574	66.6	73.1	348.7	94.1
November.....	80.6	-----	109	582	66.9	72.7	351.5	103.3
December.....	80.9	-----	109	579	66.7	72.6	350.1	103.3
<b>1936</b>								
January.....	80.6	-----	108	581	65.8	72.9	353.7	104.3
February.....	80.6	-----	107	582	-----	72.5	355.2	105.4
March.....	79.6	-----	107	-----	-----	72.4	-----	106.4

<sup>1</sup> Revised for commodities since January 1934.<sup>2</sup> Quotations, 154 since January 1932.

Table 5.—Index Numbers of Wholesale Prices in the United States and in Foreign Countries—Continued

Country	Czecho-slovakia	Den-mark	Finland	France	Ger-many	India	Italy	Japan	Nether-lands
Computing agency	Central Bureau of Statistics	Statistical Department	Central Bureau of Statistics	General Statistical Bureau	Federal Statistical Bureau	Department, etc., <sup>1</sup> Calcutta	Riccardo Bachi	Bank of Japan, Tokio	Central Bureau of Statistics
Base period	July 1914 (100)	1931 (100)	1926 (100)	1913 (100)	1913 (100)	July 1914 (100)	1913 (100)	October 1900 (100)	1926-30 (100)
Commodities	(Gold) 69	161	120	(Paper) 126	400	72	(Paper) 140	56	269 (plus)
1926	* 944.0	143	100	695	134.4	148	602.0	236.7	105.8
1927	* 968.0	134	101	642	137.6	148	495.3	224.6	102.8
1928	* 969.0	134	102	645	140.0	145	461.6	226.1	102.2
1929	* 913.0	132	98	627	137.2	141	445.3	219.8	99.7
1930	118.6	114	90	554	124.6	116	383.0	181.0	89.6
1931	107.5	100	84	502	110.9	96	328.4	153.0	76.3
1932	99.5	103	90	427	96.5	91	303.7	161.1	64.6
1933	96.3	110	89	398	93.3	87	279.5	179.5	62.9
1934	83.9	119	90	376	98.4	89	273.0	177.6	63.0
1935	85.9	122	90	338	101.8	91	-----	185.5	61.5
1934									
January	94.6	117	90	404	96.3	90	275.7	175.5	-----
February	94.3	118	90	400	96.2	89	274.6	177.5	-----
March	* 81.1	118	90	394	95.9	88	275.2	176.9	-----
April	* 80.8	117	89	387	95.8	89	273.1	176.9	-----
May	* 80.2	117	89	381	96.2	90	272.6	176.2	-----
June	* 80.5	116	89	379	97.2	90	272.2	174.5	-----
July	* 85.1	117	89	373	98.9	89	269.8	174.1	-----
August	* 83.9	121	90	370	100.1	89	271.4	176.9	-----
September	* 84.0	123	90	365	100.4	89	269.9	179.2	-----
October	* 83.8	123	90	357	101.0	89	271.8	181.8	-----
November	* 84.2	123	90	356	101.2	88	274.1	181.1	-----
December	* 84.2	122	90	344	101.0	88	275.9	181.1	-----
1935									
January	* 84.5	122	90	350	101.1	94	277.2	181.5	61.7
February	* 85.1	122	90	343	100.9	90	278.4	184.1	61.6
March	* 85.3	119	90	335	100.7	87	288.3	183.5	60.6
April	* 84.9	120	90	336	100.8	88	296.1	182.3	60.9
May	* 85.7	120	90	340	100.8	91	302.3	182.4	60.9
June	* 86.1	120	90	330	101.2	91	307.8	180.2	60.9
July	* 88.0	120	90	322	101.8	91	310.1	180.2	60.6
August	* 86.0	123	90	330	102.4	89	322.9	182.9	60.8
September	* 85.9	124	91	332	102.3	89	329.6	188.9	61.8
October	* 85.6	126	92	342	102.8	93	-----	194.0	63.3
November	* 86.2	126	91	348	103.1	92	-----	193.6	62.7
December	* 86.2	126	91	354	103.4	93	-----	191.9	62.5
1936									
January	* 86.7	126	90	359	103.6	92	-----	191.8	62.4
February	* 85.8	126	91	376	103.6	91	-----	191.0	62.0
March	* 86.0	126	-----	-----	-----	91	-----	190.7	61.5

<sup>1</sup> Department of Commercial Intelligence and Statistics.<sup>2</sup> Paper revised.<sup>3</sup> New gold parity.

Table 5.—Index Numbers of Wholesale Prices in the United States and in Foreign Countries—Continued

Country.....	New Zealand revised	Norway	Peru	Poland	South Africa	Sweden	Switzerland	United Kingdom	Yugoslavia
Computing agency	Census and Statistics Office	Central Bureau of Statistics	Central Bank of Reserve	Central Office of Statistics	Office of Census and Statistics	Board of Trade	Federal Labor Department	Board of Trade	National Bank
Base period.....	1909-13 (1,000)	1913 (100)	1913 (100)	1928 (100)	1910 (1,000)	1913 (100)	July 1914 (100)	1930 (100)	1926 (100)
Commodities.....	180	95	(Paper) 58	238	188	160	77	* 200	55
1926.....	1,553		203.2		1,357	149	144.5		100.0
1927.....	1,478		202.6		1,395	146	142.2		103.4
1928.....	1,492	157	191.9	100.0	1,354	148	144.6		106.2
1929.....	1,488	149	185.7	96.3	1,305	140	141.2		100.6
1930.....	1,449	137	178.0	85.5	1,155	122	126.5	100.0	86.6
1931.....	1,346	122	175.1	74.6	1,119	111	109.7	87.8	72.9
1932.....	1,297	122	170.3	65.5	1,032	109	96.0	85.6	65.2
1933.....	1,308	122	180.2	59.1	1,047	107	91.0	85.7	64.4
1934.....	1,330	124	188.1	55.8	1,143	114	89.8	88.1	63.2
1935.....	1,385	127	188.8	53.1	1,066	116	89.8	88.9	65.9
1934									
January.....	1,336	120	186.8	57.8	1,193	112	91.8	88.8	62.9
February.....	1,339	122	186.6	57.6		112	91.4	89.2	63.6
March.....	1,340	122	184.1	57.3		112	90.9	88.2	63.3
April.....	1,332	123	187.4	56.8	1,171	113	89.6	87.7	63.0
May.....	1,340	123	187.8	56.0		113	89.0	87.2	64.1
June.....	1,337	123	189.8	55.8		114	89.0	87.9	65.6
July.....	1,336	124	188.8	55.9	1,102	114	88.9	87.3	62.8
August.....	1,342	127	191.4	55.8		114	89.8	89.0	61.1
September.....	1,337	126	190.9	55.0		114	89.1	88.4	63.2
October.....	1,338	127	187.9	54.4	1,109	114	89.6	87.8	63.6
November.....	1,340	126	187.0	53.6		115	89.4	87.5	62.7
December.....	1,338	125	185.3	53.4		115	89.0	87.8	62.3
1935									
January.....	1,345	125	186.3	52.7	1,074	115	88.3	88.3	64.5
February.....	1,361	125	188.2	52.2		115	87.6	88.0	63.9
March.....	1,365	126	191.2	52.1		115	86.3	86.9	63.0
April.....	1,367	125	190.6	52.2	1,044	115	87.1	87.5	62.9
May.....	1,365	125	190.4	52.7		115	87.6	88.2	64.0
June.....	1,374	126	191.5	52.6		116	88.6	88.4	63.9
July.....	1,386	127	190.7	52.9	1,069	116	89.9	88.0	63.3
August.....	1,393	128	188.6	53.5		115	91.4	88.4	64.8
September.....	1,419	128	186.7	54.2		115	92.2	89.6	67.8
October.....	1,434	130	188.0	54.5	1,080	117	93.3	91.1	70.0
November.....	1,419	130	188.1	54.5		118	92.8	91.2	71.2
December.....	1,414	131	189.3	52.7		118	92.1	91.4	71.6
1936									
January.....	1,405	131	191.1	52.1	1,120	118	91.1	91.8	71.1
February.....		132		52.2		118	91.0	91.7	70.0
March.....		132		52.1		118	90.9	91.7	70.0

\* Revised for commodities since January 1930.



## COST OF LIVING

### Money Disbursements of Wage Earners and Clerical Workers in Richmond, Birmingham, and New Orleans

By FAITH M. WILLIAMS, of the UNITED STATES BUREAU OF LABOR STATISTICS

IF ANY further evidence were needed that American families like to "go places", that evidence is provided by the study of the money disbursements of employed wage earners and lower-salaried clerical workers begun by the Bureau of Labor Statistics in the fall of 1934. Figures which have just become available for 3 large southern cities are very similar to those for 11 towns and cities in New Hampshire, published in the Monthly Labor Review for March 1936. They show that as the economic status of the family improves, expenditures for transportation increase more rapidly than those for other major items in family expenditures.

Figures on current expenditures by 721 white families in Richmond, Birmingham, and New Orleans, when sorted into two groups, according to economic level, show that families in the upper expenditure bracket devoted 10.0, 10.4, and 9.2 percent, respectively, of their total current expenditures to transportation, while those in the lower bracket spent only 5.8, 6.9, and 5.6 percent for this item. The fact that the percentages for Birmingham are somewhat higher than those for the other cities is due to the very large territory covered by the Birmingham industrial area, which includes in addition to the city of Birmingham proper, the industrial suburbs of Fairfield, Tarrant City, Irondale, and Bessemer. A very large proportion of these expenditures for transportation was devoted to the purchase, operation, and upkeep of automobiles. At the lower expenditure level among the families of wage earners and lower-salaried clerical workers studied, 31 percent of the Richmond families, 47 percent of the Birmingham families, and 25 percent of the New Orleans families owned automobiles, and at the upper level 64 percent, 66 percent, and 46 percent of the Richmond, Birmingham, and New Orleans families, respectively, owned automobiles.

Along with the relatively large increase in the expenditures for automobiles with increases in total family expenditures, there is also a tendency for home ownership to increase as the economic status of the family improves. The difference between the percentage of home owners in the higher and lower economic brackets of the group studied in Richmond is particularly striking. Twenty-eight percent of the families in the upper bracket were home owners as compared

with 18 percent in the lower group. In Birmingham the difference is less marked, 36 percent as compared with 28 percent. In New Orleans the difference between the percentage of home owners in each group is small, and not statistically significant.

A compilation showing the housing facilities and equipment of the home owners and renters included in the groups studied reveals the fact that the home owners not infrequently had less complete facilities and equipment than the renters. This was particularly true in the Birmingham area where at the lower expenditure level, a large proportion of the home owners studied lived in the industrial suburbs. In this group 76 percent of the owners as compared with 92 percent of the renters had inside flush toilets; 40 percent of the owners as compared with 52 percent of the renters had running hot water inside their dwellings; and 56 percent of the owners as compared with 68 percent of the renters had either gas or electricity for cooking.

Table 1.—Housing Facilities and Equipment of White Families in 3 Southern Cities, 1933-34

Equipment	Richmond		Birmingham		New Orleans	
	Renters	Home owners	Renters	Home owners	Renters	Home owners
Families with expenditure per consumption unit under \$400 <sup>1</sup>						
Number of families.....	59	13	63	25	133	24
Percent of families having—						
Inside flush toilets.....	85	92	92	76	86	88
Running hot water inside dwelling.....	47	31	52	40	29	38
Electric lights.....	92	92	97	100	89	96
Gas or electric cooking fuel.....	58	62	68	56	77	88
Mechanical refrigerator.....	22	31	10	8	2	4
Ice refrigerator.....	71	69	87	92	82	96
No refrigerator.....	7	0	3	0	16	0
Telephones.....	24	31	16	32	7	13
Central heating.....	20	23	17	12	0	0
Inside flush toilets, running hot water inside dwelling, electric lights, and gas or electricity as a kitchen fuel.....	37	15	46	28	27	29
Families with expenditure per consumption unit \$400 and over <sup>1</sup>						
Number of families.....	91	35	73	41	134	30
Percent of families having—						
Inside flush toilets.....	98	97	96	95	97	100
Running hot water inside dwelling.....	78	91	86	83	70	47
Electric lights.....	97	100	100	98	94	97
Gas or electric cooking fuel.....	86	89	90	93	96	87
Mechanical refrigerator.....	43	66	47	41	16	17
Ice refrigerator.....	57	34	53	59	75	83
No refrigerator.....	0	0	0	0	4	0
Telephones.....	36	80	58	76	28	23
Central heating.....	46	74	59	44	2	3
Inside flush toilets, running hot water inside dwelling, electric lights, and gas or electricity as a kitchen fuel.....	71	83	81	76	69	43

<sup>1</sup> For a description of the method of computing expenditure per consumption unit, see p. 1463, and the Monthly Labor Review, March 1936, pp. 558-559.

<sup>2</sup> No information available for another 5 percent of the New Orleans renters at this level.

The relatively large proportion of the families in Richmond and Birmingham having mechanical refrigerators is a striking commentary on the appeal of this expensive piece of equipment in the hot summers of the South. In two areas, the percentage of all the families studied which had mechanical refrigerators was as follows: Richmond 39.9; Birmingham 29.2. The percentage in New Orleans was considerably lower, 9.3 percent. This difference was undoubtedly due in part to the fact that incomes of wage earners and lower-salaried clerical workers in New Orleans in 1934 were on the average lower than in Richmond and Birmingham, but was also due to the fact that rates for electric power were considerably higher in New Orleans in that year than in the other two cities.

### Families Studied

THE studies of the money disbursements of wage earners and lower-salaried workers in Richmond, Birmingham, and New Orleans form a part of a Nation-wide survey made by the Bureau of Labor Statistics for the purpose of revising its cost-of-living indexes.<sup>1</sup> The methods used in the investigation were described in the Monthly Labor Review for March (p. 554).

The families studied were carefully selected to represent a cross-section of the families of employed white<sup>2</sup> wage earners and lower-salaried clerical workers in the three cities. All of the families scheduled include one or more wage earners or lower-salaried clerical workers who worked a minimum of 1,008 hours in at least 36 weeks during the year.<sup>3</sup> Since the data were being obtained primarily for the purpose of providing a basis for indexes of living costs, it was important that they should not reflect the distorted spending of families whose incomes had been abnormally low or irregular. On that account no data were included from families whose incomes were under \$500 a year or from families who received relief during the year. The number of persons in the families of employed wage earners and lower-salaried clerical workers from which complete figures on receipts and disbursements were secured averaged 3.78 in Richmond, 3.67 in Birmingham, and 3.80 in New Orleans. The number of workers in these families who were gainfully employed at some time during the year covered by the investigation (December 1933 through November 1934) averaged 1.57 in Richmond, 1.38 in Birmingham,

<sup>1</sup> The study in Richmond was carried on in cooperation with the Richmond and Henrico County Consumers' Council, the Virginia State Tax Commission, the Virginia Emergency Relief Administration; that in New Orleans, in cooperation with the School for Social Work of Tulane University and the Louisiana Emergency Relief Administration.

<sup>2</sup> Negro families were also studied in these three cities but the data received from them have not yet been summarized.

<sup>3</sup> An exception was made in the case of families in which the chief earner was employed in an industry normally seasonal. Such families were included if the chief earner had employment for  $3\frac{1}{2}$  8-hour days in each of 30 weeks.



and 1.34 in New Orleans. The average size of white families of two or more persons in these three cities as reported by the census of 1930 was 3.94, 3.98, and 4.13, respectively. The average size of white families of two or more persons on the relief rolls in May 1934 was somewhat larger than the averages shown in the 1930 census, just as the averages for the independent families included in the present study were slightly smaller. The averages for relief families were 4.5 for Richmond, 4.3 for the Birmingham area, and 4.3 for New Orleans.

In the year covered by the data secured, 6 percent of the white families in Richmond, 22 percent of those in the Birmingham area, and 22 percent of those in New Orleans were on relief in the months in that year when the number on relief was at its height in the cities concerned. There are no figures available on the total number of families which had been on relief at any time during that year.<sup>4</sup>

#### Family Incomes

THE average earnings of the chief earner in the families studied in Birmingham were very slightly lower than the earnings of the chief earner in the Richmond families. The income of supplementary workers was, however, considerably larger in Richmond than in Birmingham, largely because of the work of women and girls in Richmond tobacco factories. As a result there was a much wider variation in family incomes in Richmond than in Birmingham, and the difference between family incomes in the two cities is great enough to be statistically significant. In New Orleans, the earnings of the chief earner were \$144 below such earnings in Richmond, supplementary earnings were also smaller and family incomes were therefore significantly lower than in the other two cities.

Table 2.—Income and Expenditures of 721 White Families in 3 Southern Cities, 1933-34

Item	Richmond	Birmingham	New Orleans
Number of families studied.....	198	202	321
Average number of members in economic family.....	3.78	3.67	3.90
Average number of gainful workers per family.....	1.57	1.38	1.34
Average income per family.....	\$1,565	\$1,440	\$1,310
Average earnings of the chief earner.....	\$1,253	\$1,241	\$1,109
Average current expenditures per family.....	\$1,542	\$1,461	\$1,299
Average current expenditure per consumption unit....	\$447	\$441	\$381

<sup>4</sup> Percentages of white families on relief based on figures of total number of families on relief and distribution of the case load between white and Negro families in October 1933 and May 1934 supplied by Federal Emergency Relief Administration.

Table 3.—Sources of Income of 721 White Families, Classified by Consumption Levels, 3 Southern Cities, 1933-34

Source of income	Richmond		Birmingham		New Orleans	
	Families with total expenditure per consumption unit of—					
	Under \$400	\$400 and over	Under \$400	\$400 and over	Under \$400	\$400 and over
Number of families.....	72	126	88	114	158	163
Average number of members in economic family.....	5.04	3.05	4.56	2.99	4.60	3.02
Average family income.....	\$1,225	\$1,759	\$1,182	\$1,640	\$1,067	\$1,546
Percentage distribution						
Family earnings.....	96.7	95.4	95.5	94.9	97.3	94.2
Rent from boarders and/or lodgers (net).....	1.9	2.3	2.0	1.6	1.0	2.0
Other rents (net).....	.3	.9	.2	.2	.6	.9
Interest and dividends.....	.1	.2	.1	.2	-----	.1
Pensions and insurance annuities.....	-----	.3	.6	1.3	.1	.4
Gifts.....	.5	.4	.3	.4	.6	1.0
Other money income.....	.5	.5	1.3	1.4	.4	1.4
Total family income.....	100.0	100.0	100.0	100.0	100.0	100.0

## Distribution of Current Expenditures

THE average distribution of current expenditures by the families studied in the three cities is interesting in showing the relatively large proportion spent for food by the New Orleans families as compared with those in the other two cities. In spite of the fact that the New Orleans group had the lowest income of the three, and that food costs in New Orleans in the period of the study were slightly lower than in the other two cities, food expenditures averaged \$463 per family in New Orleans, as compared with \$447 in Birmingham and \$454 in Richmond. There is apparently a distinctive pattern of food consumption in New Orleans, due perhaps to the French inheritance of many of its people. A detailed analysis of the food-consumption habits of the families studied now in process will reveal the basis for the difference in expenditures.

The relatively low expenditure for housing in Birmingham is in large part accounted for by the degree of unemployment in that city in 1934, and the very great decline in rents. Average rents in Birmingham as shown by the Bureau of Labor Statistics' index were 53 percent lower in 1934 than in June 1929, while average rents in Richmond and New Orleans were only 24 and 26 percent lower.

Table 4.—Current Expenditures for all Items by 721 White Families in 3 Southern Cities, 1933-34

Item of expenditure	Richmond	Birmingham	New Orleans
Number of families studied.....	198	202	321
Average number of members in economic family.....	3.78	3.67	3.80
Total current expenditures.....	\$1,542	\$1,461	\$1,299
Percentage distribution			
Food.....	29.4	30.6	35.6
Clothing.....	10.9	11.3	10.6
Housing.....	16.4	12.5	15.9
Fuel and light.....	6.7	5.5	4.8
Other household operation.....	6.0	7.8	6.1
Furnishings and equipment.....	3.9	4.4	3.2
Transportation.....	8.8	9.2	7.8
Personal care.....	2.0	2.4	2.4
Medical care.....	5.4	5.3	4.2
Recreation.....	4.9	5.7	5.7
Education.....	.6	.5	.4
Vocation.....	.1	.5	.2
Church and community welfare.....	1.8	1.6	1.2
Gifts and contributions to persons outside the family.....	1.8	1.9	1.4
Miscellaneous items.....	1.3	.8	.3
Total current expenditures.....	100.0	100.0	100.0

## Family Expenditures at Different Economic Levels

AS EXPLAINED in the Monthly Labor Review for March 1936 the families studied in this investigation have been classified according to the level of their expenditures for consumption goods. Classification by the total expenditures of the family without regard to the number and type of consumers sharing the goods purchased would be confusing, as economic level necessarily depends on the number of consumers in the family as well as the total amount spent.

Total family expenditures have been reduced to an outlay per "consumption unit", that is, per equivalent adult male, calculated for each family. The amount of the total expenditure per "consumption unit" indicates the economic level of the family. The number of "consumption units" in a family is estimated on a composite basis. Expenditures for food and clothing are especially influenced by sex and age; and two scales have been developed, one for food and one for clothing, by means of which the number of members of the family may be expressed in terms of equivalent adult males.

It is obvious that the amount spent for each consumer in a family with a given income will depend on the number of consumer units in the family. For example, a family with an income of \$1,500, including a father in factory work, a mother at home, a sister in clerical work, and five children, saving \$50 during the year, and spending \$1,450 for consumer goods, will have an expenditure of \$208 per consumption unit. Another family, with expenditures of \$1,450, including a father in factory work, a mother at home, and two chil-



ren, will have an expenditure of \$401 per consumption unit. When the families in the three cities under consideration had been sorted according to the amount of their expenditures per consumption unit, it was found that average size of family at the lower consumption level was considerably larger in each city than average size of family at the upper level. Average family size in the lower expenditure group of the three cities combined was 55 percent larger than average family size in the upper expenditure group. The average total family expenditure of the upper group was 47.6 percent larger than average total family expenditure in the lower group.

Table 5.—Distribution of Expenditures by 721 White Families, Classified by Consumption Levels, in 3 Southern Cities, 1933-34

Item of expenditure	Richmond		Birmingham		New Orleans	
	Families with total expenditure per consumption unit of—					
	Under \$400	\$400 and over	Under \$400	\$400 and over	Under \$400	\$400 and over
Number of families.....	72	126	88	114	158	163
Average number of members in economic family.....	5.04	3.05	4.56	2.99	4.60	3.02
Average number of consumption units in economic family.....	4.44	2.88	3.77	2.96	4.01	2.83
Total current expenditures.....	\$1,231	\$1,719	\$1,153	\$1,699	\$1,042	\$1,548
Percentage distribution						
Food.....	37.2	26.2	36.2	27.7	41.3	32.0
Clothing.....	10.4	11.1	11.8	11.1	10.1	10.9
Housing.....	16.6	16.3	11.4	13.1	16.6	15.5
Household operation.....	12.3	12.9	12.9	13.5	10.6	11.0
Furnishings and equipment.....	2.9	4.3	3.1	5.1	1.9	4.1
Transportation.....	5.8	10.0	6.9	10.4	5.6	9.2
Personal care.....	2.1	2.0	2.6	2.3	2.5	2.4
Medical care.....	5.0	5.5	5.0	5.5	3.5	4.7
Recreation.....	3.8	5.4	5.6	5.7	5.2	5.9
Education.....	.4	.7	1.0	.3	.4	.3
Vocation.....	.1	.2	.4	.5	.3	.3
Church and community welfare.....	1.4	1.9	1.1	1.8	1.1	1.1
Gifts and contributions to persons outside the economic family.....	1.0	2.2	.9	2.4	.7	1.9
Miscellaneous items.....	1.0	1.3	1.1	.6	.2	.7
Total current expenditures.....	100.0	100.0	100.0	100.0	100.0	100.0

The distribution of family expenditures at different economic levels in these three southern cities again emphasizes the large percentage spent by New Orleans families for food—41 percent by the lower expenditure group and 32 percent by the upper group. The comparable figures for Richmond and Birmingham are 37 and 36 percent in the lower expenditure groups, and 26 and 28 percent by the upper groups. The striking differences in expenditures for transportation have already been commented on. The increase in the proportion

of total expenditures spent for furnishings and equipment with the improvement in the families' economic status is almost as pronounced.

The uniformity in the percentage spent for personal care is of some interest. Among the 1,134 families studied in New Hampshire the average percentage of current expenditures allotted to personal care in each of the 11 communities studied ranged from 1.8 to 2.2 percent. The figures seem to indicate that community attitudes toward the well-groomed family throughout New England are very similar no matter what the size of the town. The percentage spent for this group of goods and services in the three Southern cities under discussion, ranges from 2 percent in the upper expenditure group in Richmond to 2.6 percent in the lower expenditure group in Birmingham.

### Savings

THE figures presented above have shown that average family incomes exceeded average family expenditures by a small margin in Richmond and New Orleans. In Birmingham there was on the average a small deficit. In computing family income, money used for current expenditures but derived from bank accounts or cash received before the schedule year, from the surrender or settlement of life insurance or endowment policies, from sale of properties, from repayment of loans made before the schedule year, or by increase in debt during the year is not regarded as "current" income.

Even when the group averages showed a net excess of income over expenditure, obviously some families took more money out of the bank than they saved, sold more property than they bought, or incurred more debts during the year than they paid off. About half of the families in each city and at each expenditure level had either a net decrease in assets or a net increase in liabilities during the year.

Table 6.—Net Increase or Decrease in Family Assets and Liabilities in 3 Southern Cities, 1933-34

City	Expenditure per consumption unit	Number of families	Families having net decrease in assets or increase in liabilities or both		Families having net increase in assets or decrease in liabilities or both	
			Number	Percent	Number	Percent
Richmond.....	Under \$400.....	72	29	40.3	42	58.3
	\$400 and over.....	126	47	37.3	76	60.3
Birmingham.....	Under \$400.....	88	30	34.1	55	62.5
	\$400 and over.....	114	58	50.9	54	47.4
New Orleans.....	Under \$400.....	158	42	26.6	88	55.7
	\$400 and over.....	163	59	36.2	92	56.4
Total.....		721	265	36.8	407	56.4

# RECENT PUBLICATIONS OF LABOR INTEREST

April 1936

## Cooperative Movement

*Business problems in farming.* Washington, U. S. Office of Education, 1936. 71 pp. (Vocational Education Bulletin No. 183, Agricultural Series No. 48.) One section relates to the planning of cooperative activities.

*Cooperation and the new agricultural policy.* By Horace Plunkett Foundation. London, P. S. King & Son, Ltd., 1935. 136 pp.

Examines the new agricultural policy in Great Britain, under which two crops have been subsidized through a tax on the consumer, with reference to the effect on the cooperative movement of the continuance and possible extension of this policy.

*Handbook of consumers' cooperatives in California, 1935.* San Francisco, State Emergency Relief Administration, 49 Fourth Street, 1935. 179 pp., map, charts, mimeographed.

Results of a State-wide study of cooperative societies of all types—consumers', marketing, self-help, credit, etc.—made as a work project in 1935. A summary of the sections dealing with the consumers' societies is given in this issue of the Monthly Labor Review.

*Cooperative marketing of cotton in Hopei (China).* By H. D. Fong. (In Nankai Social and Economic Quarterly, October 1935, pp. 551-577, published by Nankai Institute of Economics, Nankai University, Tientsin, China.)

*Report of the Minister of Agriculture for the Dominion of Canada, for the year ended March 31, 1935.* Ottawa, 1936. 83 pp.

Contains summary data on cooperation in agriculture.

*La industria pesquera en Vizcaya.* By José Manuel Gandásegui y Larrauri. Madrid, Sociedad Parel Progreso Social, 1936. 64 pp. (Publication No. 48.)

A brief account, beginning with the thirteenth century, of the historical development of producers' cooperatives in the fishing industry in northern Spain, their present organization, and provision for sickness, disability, old age, and unemployment benefits for members.

*Le commerce de détail des produits alimentaires en Suisse (troisième fascicule).* Berne, Département fédéral de l'économie publique, 1936. 113 pp. (22<sup>me</sup> supplément de La Vie Économique.)

Detailed study of four large Swiss consumers' cooperative societies dealing in foodstuffs, covering cooperative principles, business, business practices, employees, wages, hours, etc.

## Economic and Social Problems

*International survey of social services, 1933.* Volume I. Geneva, International Labor Office, 1936. 710 pp. Studies and Reports, Series M, No. 13. (American agent: World Peace Foundation, Boston.)

A collection of 19 national monographs dealing with social services. The major subjects discussed are social insurance, social assistance, housing, family allowances, and holidays with pay. Each monograph is preceded by certain population figures for the country covered. The other countries included in the survey will be treated in a volume to be published this year by the International Labor Office.



*Wealth and culture: A study of one hundred foundations and community trusts and their operations during the decade 1921-1930.* By Eduard C. Lindeman. New York, Harcourt, Brace & Co., 1936. 135 pp., charts.

The objective of the study was to ascertain the extent of wealth accumulated and held in trust by the organizations covered, the uses to which such wealth has been put, and the methods and procedures followed in its distribution.

*The next five years: An essay in political agreement.* London, Macmillan & Co. Ltd., 1935. 320 pp.

A program signed by 152 prominent Englishmen of all principal groups and shades of thought, and based on the idea of national planning to be carried out by experienced leaders under democratic procedures. The plan accepts the present organization of labor, proposes the strengthening and extension of the major social services, and advocates the socialization of central banking, transport, electricity, mining royalties, and manufacture of armaments, and of some forms of insurance and distribution.

*Depression and reconstruction—a study of causes and controls.* By Eleanor Lansing Dulles. Philadelphia, University of Pennsylvania Press, 1936. 34 pp. (Wharton School of Finance and Commerce, Industrial Research Department, Research Studies XXVIII.)

In analyzing the causes of the depression and modes of reconstruction, the author emphasizes the need for clearer understanding and simpler statement of economic principles as a basis for action. It is held that effective controls, whether public or private, must depend on diversified and comprehensive research. Among the economic doctrines discussed which directly affect labor is the theory of high wages.

*The population problem and world depression.* By Louis I. Dublin. New York, Foreign Policy Association, Inc., 8 West 40th Street, 1936. 32 pp., charts. (Foreign Policy Pamphlets No. 1.)

According to the author, social planning, including the decentralization of numerous industries, should aid substantially in maintaining higher economic standards.

*Krise a spotřeba.* By Jiří Hejda. Prague, Czechoslovakia, Sociální Ústav, 1935. 80 pp.

Deals with the present economic depression and consumption in Czechoslovakia and other countries, including cost of living index numbers and data on prices and wages in 1933 and earlier years.

*Zur kritik moderner krisentheorien.* By Natalie Moszkowska. Prague, Czechoslovakia, "Neuen Weltbühne", 1935. 109 pp.

Various theories as to causes of economic depressions are treated, including replacement of human labor by machines, lack of capital, diminishing profits, and underconsumption. The author concludes that periodical depressions are due to causes of a social nature rather than to technical or organizational factors.

*Comparative study of rural relief and nonrelief households.* By Thomas C. McCormick. Washington, Works Progress Administration, Division of Social Research, 1935. 141 pp., maps, charts. (Research Monograph II.)

While a number of differences were found between the relief and nonrelief families, such differences were not sharply defined. A substantial number of households which were not on the relief roll in October 1933 have been compelled since that time to go on relief.

*Six rural problem areas—relief, resources, rehabilitation.* An analysis of the human and material resources in six rural areas with high relief rates. By P. G. Beck and M. C. Forster. Washington, Federal Emergency Relief Administration, 1935. 167 pp., maps, mimeographed.

Results of a survey of 65 representative counties in six "problem areas"—the Appalachian-Ozark area, the Lake States cut-over area, the short-grass wheat areas, the eastern cotton belt, and the western cotton area. Shows composition of relief families, occupational distribution of the normally gainfully-occupied workers, the resources of the families, standards of living, and prospects of rehabilitation to the point of self-support.

*A study made of 719 rural-rehabilitation families relative to their standard of living.* Topeka, Kans., Emergency Relief Committee, 1935. 20 pp., illus., mimeographed.

The committee reached the conclusion, on the basis of this study, that many of the rural-rehabilitation families are not living on "a plane consistent with American standards."

*The family encounters the depression.* By Robert Cooley Angell. New York, Charles Scribner's Sons, 1936. 309 pp.

The purpose of this investigation was not only to discover the reactions of different types of families to the pressure of decreases in income but also "to test some notions" concerning sociological research methods.

*The agricultural dilemma.* A report of an inquiry organized by Viscount Astor and Mr. B. Seebom Rowntree. London, P. S. King & Son, Ltd., 1935. 101 pp.

This survey, made by a group of agricultural experts and economists, was undertaken informally in the effort to find an answer to "the question of the practicability of securing an increase in the agricultural population of Great Britain." The conclusion reached is the wholly negative one that "on the contrary it must be expected that the agricultural population will continue to decline, for the economic forces that are working in that direction are extremely strong." This conclusion is particularly interesting in view of the interest of the sponsor of the survey, Viscount Astor, in the development of small holdings as a partial solution of the problems of unemployment and low living standards.

The important points covered in the discussion are the possibilities of reducing imports and increasing and varying the consumption of food; the changing character of British agriculture and the growth of mechanization; and the degree of success attained by small farmers.

*Back to the land.* By C. S. Orwin and W. F. Darke. London, P. S. King & Son, Ltd., 1935. 93 pp., charts.

An account of land settlement in England, enabling legislation, and kinds of holdings, with discussion of the future of the movement to put people back on farms.

*Second report of the Commissioner for the Special Areas, England and Wales.* London, 1936. 120 pp. (Cmd. 5090.)

Covers the record of the second 6 months of 1935 in the effort to rehabilitate the so-called special areas of Great Britain, which have been most seriously affected by loss of industries and opportunities for employment.

*Report of Commissioner for the Special Areas in Scotland, for the period July 1 to December 31, 1935.* Edinburgh, 1936. 32 pp. (Cmd. 5089.)

This second report completes the record of the year's activities in the work of rehabilitating the areas most seriously affected by depression.

*Eastern industrialization and its effect on the West, with special reference to Great Britain and Japan.* By G. E. Hubbard. London, Oxford University Press, 1935. 395 pp. (Issued under the auspices of the Royal Institute of International Affairs.)

Analyzes in turn the industrial structures of Japan, China, and India—the three oriental countries whose industrial development is most advanced—and attempts to deduce from a factual basis the lines of development in future years. There is considerable discussion of labor matters.

*Labor speaks for itself.* New York, Workers Education Bureau Press, 1440 Broadway, 1936. 78 pp.

Questions and answers on industrial problems such as social security, labor relations, and the coal industry. These analyses were undertaken as a series of radio broadcasts sponsored by the Workers Education Bureau of America in cooperation with the American Federation of Labor and the National Advisory Council on the Radio in Education.

*L'Execution du plan du travail.* By the Bureau d'Etudes Sociales. Antwerp, Editions "de Sikkell", Rue Kruishof, 223, 1935. 443 pp.

An account of the labor plan proposed by the Belgian Labor Party at its congress in 1933, with reports of the work of the 22 committees appointed to work for the adoption of the plan. The proposals deal with various political, social, and economic reforms.

*Le plan de rénovation économique et sociale.* Paris, Confédération Générale du Travail, 211 rue Lafayette, [1935?]. 39 pp., illus.

The program announced by organized labor of France for dealing, principally, with finance and credit, unemployment, public works, and rural rehabilitation.

*Soviet communism—a new civilization.* By Sidney and Beatrice Webb. London, Longmans, Green & Co., Ltd., 1935. 1174 pp., map. (In 2 vols.)

### Employment and Unemployment

*Fluctuation of employment in Ohio in 1934 and comparison with previous years.* By Fred C. Croxton and Frederick E. Croxton. Washington, U. S. Bureau of Labor Statistics, 1936. 16 pp., charts. (Serial No. R. 349, reprint from January 1936 Monthly Labor Review.)

*Survey of agricultural labor requirements in California, 1935.* [Sacramento] State Relief Administration, Division of Research and Surveys, 1935. 253 pp., maps, charts.

A study made for the purpose of guiding the California Relief Administration in its policy of providing qualified workers from the relief registers when private employment becomes available.

*Annual review of the employment situation in Canada during 1935.* Ottawa, Department of Trade and Commerce, Bureau of Statistics, 1936. 34 pp., charts, mimeographed.

The average annual index of employment for Canada in 1935 (1926=100) was 99.4 as compared to 96.0 in the preceding year and 119.0 in 1929.

*The general theory of employment, interest, and money.* By John Maynard Keynes. New York, Harcourt, Brace & Co., 1936. 403 pp., chart.

A technical analysis and criticism of the views of the classical economists and their successors, and a new theory by which the author attempts to develop a logical demonstration of conditions under which full employment could be achieved. He emphasizes the importance of stimulating the "propensity to consume" and of reducing the scarcity value of capital by means of a low interest rate, high direct taxes on large inheritances and incomes, and a progressive increase in the socialization of investment. He describes the writing of the book as "a struggle to escape from habitual modes of thought and expression", which, he states, for a century have dominated economic thinking and public policy.

*Business offices—opportunities, and methods of operation.* By G. L. Harris. New York, Harper and Brothers, 1935. 238 pp., illus.

Offers a working knowledge of a business office, which would otherwise take long practical experience to gain, and describes opportunities for employment in various departments of business concerns.

*Job hunting and getting.* By Clark Belden. Boston, L. C. Page & Co., Inc., 1935. 297 pp.

An account of the author's experience and that of more than 100 of his friends and acquaintances in finding employment. The volume not only presents a comprehensive job-hunting program, but lists sources of jobs and various other data of value to men in search of remunerative work and to those who desire to stabilize or better the positions they already hold.

*Poland and her economic development.* By Roman Górecki. London, George Allen & Unwin, Ltd., 1935. 124 pp., map, charts, illus.

Includes discussion of employment conditions and the use of employment and investment funds for the relief of unemployment during the depression.

*Economic conditions in Southern Rhodesia, Northern Rhodesia, and Nyasaland, October 1935.* London, Department of Overseas Trade, 1936. 74 pp.

The sections on Southern and Northern Rhodesia include brief discussions of employment.

### Housing

*A housing program for the United States.* A report prepared for the National Association of Housing Officials. Chicago, Public Administration Service, 1935. 42 pp. (Publication No. 48.)

Supporting information is given as to the functions, financial policy, and management of public housing agencies.

*The New Deal's housing activities.* (In Congressional Digest, Washington, D. C., April 1936.) 32 pp.

Presents factual material regarding the Federal housing program, pro and con opinions thereon, a glossary of terms used in Federal housing discussion, and a bibliography on building, housing, and construction.



*Report of the Alley Dwelling Authority, District of Columbia, 1934-35.* Washington, [1936?]. 31 pp., mimeographed.

A statement of the alleys cleared and the purposes to which the land is being devoted. The report also contains information on the duties assigned to the organization and its program.

*Housing report and tables, Census of England and Wales, 1931.* London, Census Office, 1935. lxii, 89 pp.

Census returns covering housing, accompanied by text statements showing the predominant size of dwelling units, the kinds of units in greatest demand, and the growth in housing requirements resulting from the establishment of new families.

*Housing report, to March 31, 1935, city and county of Newcastle-upon-Tyne (England).* Newcastle-upon-Tyne, Housing Committee, [1935?]. 19 pp., chart.

Reviewed in this issue.

*Slums and slummers—a sociological treatise on the housing problem.* By C. R. A. Martin. London, John Bale, Sons, & Danielsson, Ltd., 1935. 185 pp., illus.

A description of living conditions in slum areas and the people inhabiting them, and a suggested approach to slum clearance.

*The house, a machine for living in.* By Anthony Bertram. London, A. & C. Black, Ltd., 1935. 116 pp., illus.

A description of the evolution of dwellings and furnishings, in which a plea is made for utilitarian rather than ornamental equipment.

#### Income

*Income and its distribution in the District of Columbia.* Washington, District of Columbia Board of Public Welfare, Public Assistance Division, 1936. 35 pp., charts.

Shows sources of income for 1929 and makes comparisons of the sources of income in the District of Columbia and in the United States as a whole.

#### Industrial Accidents, Health, and Hygiene

*Coal-mine explosions and fires in the United States during the fiscal year ended June 30, 1935.* By D. Harrington and W. J. Fene. Washington, U. S. Bureau of Mines, 1936. 17 pp., mimeographed. (Information Circular 6870.)

Stresses fact that although there were fewer explosions in 1935 than in 1934 there were more deaths, apparently an indication of a let-down in vigilance in safeguarding coal operations. The record is, however, much better than the records for 20 years preceding 1929, when there was an average of 265 persons killed yearly in mine explosions.

*Coal-mine fatalities in Kentucky in 1934.* By Joseph F. Davies and H. B. Humphrey. Washington, U. S. Bureau of Mines, 1936. 14 pp., mimeographed. (Information Circular 6868.)

*The cost of industrial accidents in Illinois for the year 1935.* By Peter T. Swanish. Chicago, Illinois Department of Labor, Division of Statistics and Research, 1936. 28 pp., mimeographed.

Includes data on distribution of injuries and compensation costs by causes, industry, sex, and age, in 1935. The number of compensable accidents reported was 34,481, of which 388 were fatal. Compensation payments for the 31,463 cases closed during the year totaled \$6,995,304.

*Dust explosions during fire fighting.* By David J. Price. Washington, U. S. Department of Agriculture, 1936. 9 pp., illus. (Circular No. 385.)

Lists causes of dust explosions that occur during fire fighting, describes typical fires in different kinds of plants, and suggests preventive measures.

*How to use permissible explosives properly.* By D. Harrington and S. P. Howell. Washington, U. S. Bureau of Mines, 1936. 44 pp., mimeographed. (Information Circular 6871.)

Describes permissible mine explosives and gives careful directions for using them with a maximum of safety.

*Anthraco-silicosis among hard coal miners.* By Surg. R. R. Sayers and others. Washington, U. S. Public Health Service, 1936. 114 pp., map, diagram, illus. (Bul. No. 221.)

A preliminary report of this study, which was published by the Pennsylvania Department of Labor and Industry, was summarized in the October 1935 issue of the *Monthly Labor Review*. While the present report is more complete, the findings and conclusions are unchanged. A bibliography is appended.

*Silicosis as affecting mining workmen and operations.* By D. Harrington. Washington, U. S. Bureau of Mines, 1936. 14 pp., mimeographed. (Information Circular 6867.)

Reprint of speech given at fall meeting of American Institute of Mining and Metallurgical Engineers, in San Francisco, October 3, 1935. Emphasizes fact that prevention of ill health in mining is just as definitely an engineering problem as prevention of accidents.

*Memorandum on the industrial diseases of silicosis and asbestosis.* London, Home Office, 1935. 19 pp.

A review of the causes and incidence of silicosis and asbestosis, methods of prevention, and compensation provisions in Great Britain. The appendixes contain a bibliography and a list of compensation schemes and the processes to which they apply.

*Poisoning by petroleum distillates.* By Emery R. Hayhurst, M. D. (In *Industrial Medicine*, 844 Rush Street, Chicago, February 1936, pp. 53-63.)

The author describes the properties of the different petroleum distillates and gives the case histories of four series of cases among workers exposed to contact with or inhalation of the fumes of these products.

*Socialization of medicine.* Debate handbook, compiled by E. R. Rankin. Chapel Hill, N. C., 1935. 112 pp. (University of North Carolina Extension Bulletin, Vol. XV, No. 2.)

#### Industrial Relations

*Labor and the codified construction industry under the N. R. A.* By Building Trades Department, American Federation of Labor, in collaboration with Solomon Barkin. Washington, 1935. 24 pp.

The position of labor in the development of the construction-industry codes and supplements is traced. Particular attention is given to the code for the structural steel and iron fabricating industry, which never became effective owing to disagreement between employers and workers as to the coverage of erection employees.

*Labor standards in Government contracts.* Washington, Chamber of Commerce of the United States, Department of Manufacture, 1935. 23 pp.

An explanation of the terms of the bill (S. 3055, 74th Cong., 1st sess.) requiring observance of N. R. A. code labor standards for employees engaged in production of goods to fill Government contracts. Reasons are enumerated and explained upon which the Chamber bases opposition to enactment into law of the terms of the bill.

*The right of individual employees to enforce provisions of collective bargaining agreements.* By Richard C. Marshall. Washington, National Recovery Administration, Division of Review, 1935. 8 pp., mimeographed. (Work Materials No. 23.)

*The methods of negotiation between transport undertakings, their employees, and the trade unions.* By John Cliff. London, Institute of Transport, 1935. 19 pp.

Transcript of a lecture delivered in London on February 19, 1935, giving a historical review of the development of collective bargaining, conciliation, and arbitration in the transportation industry of Great Britain. The study covers railroad and also street and road transportation.

*Problems of organized labor.* Philadelphia, American Academy of Political and Social Science, 1936. 258 pp. (The Annals, Vol. 184, March 1936.)

A compilation of articles by Government officials, leading economists, industrialists, trade-unionists, and other students of labor, edited by Leon C. Marshall, director of the Division of Review of the National Recovery Administration. The material is grouped under four headings: (1) The Nation's labor supply, (2) industry's labor policies, (3) labor and the National Government, (4) the organization of labor.

A national labor policy is outlined by Frances Perkins, Secretary of Labor, in the opening article; and an article by Isador Lubin, Commissioner of Labor Statistics, on sources of labor information, deals with the labor research activities of governmental and private fact-finding agencies.

*Strikes.* By Joseph J. Senturia. Chicago, University of Chicago Press, 1935. 54 pp., illus.

One of a series of American Primers, designed to meet the need of schools and of adult-education and worker groups for "readable materials in the social sciences." This pamphlet gives a popular treatment, not of specific strikes, but of the strike as a manifestation of industrial unrest. Strike machinery, objectives and results, tactics of both workers and employers in the conduct of a strike, and efforts to prevent work stoppage, are among the points discussed.

*What employers are doing for employees.* A survey of voluntary activities for improvement of working conditions in American business concerns. New York, National Industrial Conference Board, 247 Park Avenue, 1936. 70 pp. (Study No. 221.)

### International Labor Organization

*International Labor Conference, nineteenth session, Geneva, 1935.* Record of proceedings. Geneva, International Labor Office, 1935. 1,015 pp. (American agent: World Peace Foundation, Boston.)

*What the International Labor Organization means to America.* Edited by Spencer Miller, Jr. New York, Columbia University Press, 1936. 108 pp.

A series of papers describing the history and activities of the International Labor Organization, with especial reference to the significance of American membership to employers and workers, presented at the round table on this subject conducted as a part of the 1935 session of the Institute of Public Affairs, Charlottesville, Va.

### Labor Legislation

*Administrative labor legislation: A study of American experience in the delegation of legislative power.* By John B. Andrews. New York, Harper & Bros., 1936. 231 pp., map.

The author undertakes to "make clearer both the advantages and the pitfalls in this cooperation of state, industry, and labor through the rapidly growing use of the administrative authority here described." Special attention is given to experience under the National Industrial Recovery Act.

*Laws relating to payment of wages in scrip, protection of employees as traders, etc., company stores, January 1, 1936.* Washington, U. S. Bureau of Labor Statistics, 1936. 35 pp., mimeographed.

*The worker and the State.* By Frank Tillyard. London, George Routledge & Sons, Ltd., 1936. 308 pp.

A second edition of a work, first published in 1923, dealing with labor legislation, social insurance, and other phases of governmental intervention in industrial relations in Great Britain. The treatment is historical and critical as well as analytical. Legislation and official regulations covering wages and hours, safety and health, trade-unions and trade disputes, and unemployment and health insurance are discussed.

### Leisure-Time Activities

*Recreation and education.* Geneva, International Labor Office, 1936. 151 pp. Studies and Reports, Series G, No. 4. (American agent: World Peace Foundation, Boston.)

Reports presented to the International Conference on Workers' Spare Time, held at Brussels in June 1935. An appendix contains a list of the institutions and organizations represented at the conference and the resolutions adopted.

*First annual report of the Indiana State Recreation Department, October 11, 1934-August 1, 1935.* [Indianapolis, 1935?] 7 pp., mimeographed.

*The future of recreation and education in the leisure-time life of Chicago.* Chicago, Recreation Commission, 1634 Burnham Building, 1935. 16 pp.

Addresses delivered at the first annual dinner conference of the Chicago Recreation Commission, dealing with city planning and recreation, new techniques in park recreation, the public library and the new leisure, and the future of recreation and education.



## National Recovery Administration

*The rainbow.* By Donald R. Richberg. Garden City, N. Y., Doubleday, Doran & Co., Inc., 1936. 319 pp.

A discussion of the work of the National Recovery Administration and a proposal for Federal legislation to facilitate the utilization of experience gained under it. The author outlines a plan designed to make possible the use of methods of business improvement and coordination such as proved to be of value, and at the same time to eliminate certain defects of the National Recovery Act. He would put less emphasis on immediate accomplishment and more on long-range policy. Codes or cooperative agreements under the proposed law would include, in relation to labor, minimum wages, maximum hours, elimination of child labor, and freedom of association.

## Occupations

*Are there opportunities for women?* New York, National Federation of Business and Professional Women's Clubs, Inc., 1819 Broadway, 1935. (10 pamphlets.)

The pamphlets published under the title given contain a series of vocational radio talks covering, respectively, occupations in department stores, fashion work, food service, Government service, journalism, library work, life-insurance underwriting, medicine, social work, and teaching in a progressive school. Most of the reports include some salary or income data.

*Occupational abilities: A study of unemployed men.* By N. W. Morton. Toronto, Oxford University Press, 1935. 279 pp., charts, folder. (McGill University Social Research Series No. 3.)

The results of the study are discussed under the following heads: The showing of the constituent groups; the comparison of occupational groups; employed office clerks, a comparative group; the relative status of racio-national groups among the unemployed; the comparative character of relief and nonrelief groups; the relationship of age and recency of employment to test measures.

*Occupational ability patterns.* By Arthur F. Dodge. New York, Columbia University, Bureau of Publications, 1935. 99 pp., charts.

Gives a history of the development of occupational ability patterns, and discusses their value for vocational guidance, the selection of occupational groups for testing purposes, and other related subjects.

*Occupational information bulletins Nos. 1-4.* New York, State Employment Service, 124 E. 28th Street, 1935. Various paging, charts, illus., mimeographed.

A series of reports dealing respectively with the following subjects: General plan of regular occupational reports; waiters and waitresses; office machine operators; occupations in hotels.

*Work guide for the study of occupations.* By Harold P. Thomas and Clarence E. Partch. New York, Houghton Mifflin Co., 1936. 156 pp., charts, maps.

A series of exercises designed to aid young persons.

*Dental hygiene as an occupation.* New London, Conn., Connecticut College, Institute of Women's Professional Relations, 1936. 32 pp.

This brochure is a development from an abstract of literature regarding dental hygiene as an occupation, which was prepared for the National Occupational Conference.

## Relief Measures and Methods

*Annual report of the Delaware Commission for the Blind, for fiscal year ended June 30, 1935.* Wilmington, 305 West Eighth Street, [1935?]. 8 pp.

Report on training of and assistance to blind persons.

*The administration of home relief in New York City.* New York, Governor's Commission on Unemployment Relief, 1935. 122 pp.

Findings of special study of procedure followed in the administration of home relief, with recommendations for the improvement of the service.

*Budget manual—the family budget as a basis for home relief.* Albany, N. Y., State Temporary Emergency Relief Administration, [1935]. 27 pp.

The four sections of this report deal respectively with planning assistance for families, items of the budget, selection and control of items in the budget, and suggested forms and schedules.

*Year book of the Indiana Governor's Commission on Unemployment Relief, April 1933-June 1935.* Indianapolis [1936?]. 392 pp., charts, maps.

Gives the historical and legal background of the administration of poor relief in Indiana, outlines the general program of unemployment relief in the present depression, and reports on the work done in each of the two fiscal years covered.

*Unemployment relief in Pennsylvania, September 1, 1932, to December 31, 1935.* Third annual report of the State Emergency Relief Board. Harrisburg, 1936. 66 pp., charts.

*Mutual aid unemployment fund of Waterbury, Inc.: Report of relief activities, November 1930 to January 1936.* Waterbury, Conn., 1936. 47 pp.

The report covers the relief activities of Waterbury, Conn., over a period of more than 5 years. The fund was organized after the resources of private relief agencies were exhausted, and it was able to provide relief and work for the unemployed of the city and their families throughout the period.

*Annual report of the London County Council, 1934: Public assistance.* London, 1936. 75 pp., map, charts. (Vol. I, part II.)

A statement of the activities and expenditures of the local government of London, England, for the year ended March 31, 1935, in connection with institutional and outdoor relief, unemployment assistance, public health, and other welfare activities involved in the administration of the poor law and various public-assistance measures. One section of particular interest deals with progress of efforts that have been made to classify inmates of institutions and to provide separate accommodations for the chronically sick and the able-bodied aged.

### Social Security

*Analysis of Federal Social Security Act: Recommendations of New Jersey Social Security Commission to the New Jersey Legislature with respect to old-age assistance, etc.* Trenton, 1936. 142 pp. (Report No. 1 of the Commission.)

*Social Security Act, provisions applicable to employers.* Washington, Chamber of Commerce of the United States, Department of Manufactures, 1935. 22 pp.

An analysis of the provisions of the Federal retirement plan for employees of private enterprises, and the provisions relating to unemployment benefits as they affect employers. The appendixes cover the provisions of the act covering Federal aid to States and the specific appropriations for the fiscal year ending June 30, 1936. The provisions of the Federal Railroad Retirement Act are also outlined.

*The Social Security Act and company pension policy.* By Harold F. Browne. New York, National Industrial Conference Board, Inc., 247 Park Avenue, 1936. 21 pp., mimeographed. (Domestic Affairs Series, Memorandum No. 47.)

The report deals with the old-age and unemployment provisions of the act. The second section discusses its probable effect on company pension policies, the attitude of employees, and the situation with reference to railroads.

*Toward social security; An explanation of the Social Security Act and a survey of the larger issues.* By Eveline M. Burns. New York, McGraw-Hill Book Co., Inc., 1936. 269 pp.

*Digest of blind-assistance laws of the several States and Territories, as of February 1, 1936.* Washington, Works Progress Administration, 1936. 15 pp.

*Digest of old age assistance laws of the several States and Territories, as of February 1, 1936.* Washington, Works Progress Administration, 1936. 21 pp.

*The economic meaning of the Townsend Plan.* A University of Chicago round table. Chicago, University of Chicago Press, 1936. 37 pp. (Public Policy Pamphlet No. 20.)

*Annual report of Carnegie Foundation for the Advancement of Teaching, 1935.* New York, 522 Fifth Avenue, 1935. 208 pp., chart.

Includes a report of the pension and insurance fund for teachers, established by the Carnegie Foundation in 1906.

*Handbook for the collection and tabulation of statistical information from private institutions for the care of the aged in the State of New York.* Albany, State Department of Social Welfare, 1935. 56 pp.

*Rapport de la Commission Supérieure de la Caisse Nationale des Retraites pour la Vieillesse, 1934.* Paris, 1935. 154 pp.

The annual report for the year 1934 of the French National Old-age Insurance Fund.

*Annual report of the Bureau of Child Protection of the Province of Saskatchewan, including the Old Age Pensions Branch, for the fiscal year 1934-35.* Regina, 1936. 23 pp.

*National health insurance.* By W. J. Foster and F. G. Taylor. London, Sir Isaac Pitman & Sons, Ltd., 1935. 278 pp.

An account of the principal provisions of the acts and regulations relating to the British National Health Insurance scheme, and of the financial basis of the scheme and the principles of the accounting methods used.

*Unemployment compensation.* (In *Law and Contemporary Problems*, Duke University, School of Law, Durham, N. C., January 1936.) 172 pp.

A collection of articles by various writers on unemployment compensation, including discussions of different types of State plans, State actuarial problems, and the constitutionality of State plans, together with "an historical account of unemployment insurance in the Social Security Act."

*Unemployment compensation for transportation employees.* Washington, Office of Federal Coordinator of Transportation, Section of Labor Relations, 1936. 110 pp., mimeographed.

Contains an analysis and the text of the proposed Transportation Unemployment Compensation Act, and a discussion of the unemployment problem in the industry. The appendixes give statistics of unemployment on 7 class I railroads, 1924-33, and an estimate of the cost of unemployment benefits for railroad employees.

*Report of the Rhode Island Special Unemployment Insurance Fund Commission to the General Assembly, January session, 1936.* Providence, 1936. 73 pp.

#### Wages and Hours of Labor

*Exceptions to wage provisions of N. R. A. codes in cases of handicapped workers.* Washington, U. S. Department of Labor, Division of Labor Standards, 1935. 26 pp., mimeographed.

[*Report on departures from labor and trade practice standards of N. R. A. codes following their abolition.*] By the Robert Committee. Washington, Department of Commerce, Office of the Secretary, 1936. 210 pp., mimeographed.

Data from this report, relating to wages and working hours, are given in this issue of the Monthly Labor Review.

*Survey of prevailing open-shop and union-shop wage rates.* New York, National Electrical Contractors Association, 420 Lexington Avenue, 1936. 18 pp.

The tables presented in this report were compiled from more than 4,000 replies received to questionnaires sent out to electrical contractors, and represent the wage rates prevailing between November 1, 1935, and February 1, 1936.

*Wage agreements, bituminous coal industry, 1935-1937, together with Guffey-Snyder Coal Stabilization Act and the Appalachian agreement.* Washington, United Mine Workers of America, [1936?]. 824 pp.

*Wages and hours of labor in Canada, 1929, 1934, and 1935.* Ottawa, Department of Labor, 1936. 118 pp. (Wages and Hours of Labor Report No. 19; Supplement to January 1936 Labor Gazette.)

Data from this report are published in this issue of the Monthly Labor Review.

*Wage executions for debt.* Part 1, Frequency of wage executions, by Rolf Nugent and Frances M. Jones; Part 2, Characteristics of debts and debtors, by Rolf Nugent, John E. Hamm, and Frances M. Jones. Washington, U. S. Bureau of Labor Statistics, 1936. (Serial Nos. R. 344 and R. 359, reprints from Monthly Labor Review for February and March 1936.)

*Agricultural wage relationships—historical changes.* By John D. Black. (In *The Review of Economic Statistics*, Harvard University, Cambridge, Mass., February 1936, pp. 8-15; charts.)



Discusses the movement of farm wage rates in relation to industrial wages and employment, farm income, farm labor supply and demand, and land values and other productive agents.

*The law of wage action.* By Willis L. Hotchkiss. Cleveland, Eaton Publishing Co., 1936. 238 pp., charts.

The author holds that employment depends upon production, and that production depends upon consumption. He gives extensive statistical data in support of the view that increases in wages and salaries do not require proportionate increases in prices of finished products, and that "the maintenance of employment and the utilization of the goods and services provided by that employment" depend on the size and the distribution of the margin of income created by a greater increase in compensation than in prices.

### Women in Industry

*Hours of labor of women.* Madison, Wisconsin Industrial Commission, 1935. 9 pp.

A compilation of statutes and industrial commission orders regulating hours of work of women in Wisconsin.

*Women in Texas industries: Hours, wages, working conditions, and home work.* By Mary Loretta Sullivan and Bertha Blair. Washington, U. S. Women's Bureau, 1936. 81 pp., illus. (Bul. No. 126.)

This bulletin is a report upon a field survey made in 1932 by the Women's Bureau, at the request of the Commissioner of Labor of Texas, of wages, hours, and working conditions affecting woman workers in 43 cities and towns of that State. The survey covered 369 establishments employing 15,343 women, of whom 11,251 were white, 2,857 were Mexican, and 1,235 were Negro. The manufacturing plants studied, in which a little more than half the women were employed, were chiefly those making clothing, cotton textiles, food products, cloth bags, wooden boxes and crates, and hats. Special attention was paid to industrial home work and nut-shelling. The other establishments covered were retail stores, laundries, hotels and restaurants, and telephone exchanges.

### Workmen's Compensation

*Cooperation of workmen's compensation administrations with rehabilitation agencies.* By Marshall Dawson. Washington, U. S. Bureau of Labor Statistics, 1936. 12 pp. (Serial No. R. 345, reprint from February 1936 Monthly Labor Review.)

### Youth Problems

*Youth—how communities can help.* Washington, U. S. Office of Education, 1936. 77 pp., chart. (Bulletin, 1936, No. 18-I.)

The first of a series of 7 bulletins, the purpose of which is to aid communities and youth agencies, with the assistance of the young people themselves, to work out programs of activity for the youthful unemployed.

*Youth's work in the new world.* By T. Otto Nall. New York, Association [Y. M. C. A.] Press, 347 Madison Avenue, 1936. 216 pp.

A series of interviews with men and women prominent in various fields, including medicine, law, diplomacy, business management, public service, labor problems, journalism, agriculture, education, music, art, and sports. The purpose of the compilation is to give young people information on various vocations to aid them in determining the course of their own activities.

*Das Bildungswerk "Jugend in Not."* By R. Gansterer. Vienna, [Jugend in Not?], 1935. 48 pp.

Deals with the education and training of unemployed young workers in Vienna.

### General Reports

*Report of Illinois State Planning Commission.* [Springfield?], 1935. 91 pp., maps, charts.

Contains data on public welfare, recreation, housing, employment and unemployment, and "preliminary recommendations for the future of the State of Illinois."

*Canada 1936: The official handbook of present conditions and recent progress.* Ottawa, Dominion Bureau of Statistics, 1936. 196 pp., maps, charts, illus.

A current survey in a popular form of the Canadian situation, including information concerning prices, cost of living, the labor movement, labor disputes, employment, unemployment relief, and old-age pensions.

*Anuario estadístico de Chile, 1934: Vol. IV, Minería e industria.* Santiago, Dirección General de Estadística, 1936. 51 pp.

Figures showing average day wages of workers, accidents by cause and severity, and social-insurance payments of employers and workers are given for 1934 for the copper and coal industries and for 1931 and 1932 for the saltpeter industry.

*Trente-huitième session, Conseil Supérieur du Travail, November 1934.* Paris, Ministère du Travail, 1935. 302 pp.

The French Superior Labor Council in 1934 dealt with the questions of technological unemployment, wage payments in cases of business failure, and labor laws and decrees.

*Annual report of the Governor of Hawaii, for fiscal year ended June 30, 1935.* Washington, U. S. Department of the Interior, 1935. 65 pp.

Reviews activities in Hawaii under auspices of Emergency Conservation Work, the Federal Housing Administration, the Home Owners' Loan Corporation, the Hawaiian Homes Commission, and various other agencies.

*Annuaire statistique Hongrois, 1934.* Budapest, Office Central Royal Hongrois de Statistique, 1936. 439 pp. (In French.)

Among the many subjects covered in this general statistical yearbook are wages, employment and unemployment, work of employment offices, prices and cost of living, industrial accidents, industrial disputes, social insurance, production, and cooperative societies, in 1934 and earlier years.

*Annual report of the Chief Inspector of Mines in India for the year ending December 31, 1934.* Delhi, 1935. 167 pp., map, charts, illus.

Gives data on number of persons employed in mining, output of minerals, mine accidents, and wages. Some of the statistics on wages are given in this issue of the Monthly Labor Review.

*Statement exhibiting the moral and material progress and condition of India during the year 1933-34.* London, India Office, 1936. 196 pp., map.

Data on trade unions, strikes, and other subjects of interest to labor are included in the report.

*Statistical abstract for British India with statistics, where available, relating to certain Indian States from 1923-24 to 1932-33.* Delhi, Department of Commercial Intelligence and Statistics, 1935. 951 pp.

Includes statistics on prices, employment, trade unions, and cooperative societies.

*Financial and economic annual of Japan, 1935.* Tokyo, Department of Finance, [1935?]. 286 pp., map, charts.

Covers a variety of subjects, including statistics by industry on employment in 1933 and on average daily wages and wage index numbers in 1934 with comparative figures for earlier years.

*New South Wales statistical register for 1933-34.* Sydney, Bureau of Statistics and Economics, 1935. 677 pp.

Includes statistics of employment, wages, wholesale prices, rents, building operations, and land settlement. Comparative figures for periods earlier than that indicated in the title are given in some cases. Living or basic wage determinations made by State and Commonwealth jurisdictions from 1925 to 1935 are shown.

*Statistica minieră a României pe anul 1934.* Bucharest, Ministerul Muncii, Sănătății, și Ocrotirilor Sociale, Institutul de Statistică al Statului, 1935. 228 pp. (In Rumanian and French.)

Devoted almost entirely to production of various mineral and metal products. One section shows number of workers employed and accidents to workers.